



CODE OF ETHICS JCV HOLDINGS GROUP

In JCV HOLDINGS S.A. de C.V., we are a company committed to our business partners, collaborators, authorities and society in general; This Code of Ethics is based on compliance with fundamental rights, we are also committed to carrying out our activities with adherence to values such as legality, integrity, loyalty, respect, honesty, honesty and responsibility.



VISION

To be leaders in the treatment and development of technologies for the revaluation of industrial waste, offering new technologies for a more environmentally friendly disposal.

MISSION

Establish long and lasting business relationships with our customers, through the use of new technologies in treatment processes and revaluation with the best practices in the industry.

OBJECTIVES

- Take care of the environment.
- Treatment and revaluation of waste in an environmentally friendly way.
- Abide by environmental legislation.
- Quality and safety.
- Continuous improvement detecting areas of opportunity to improve processes.

ENVIRONMENTAL POLICY.

In GRUPO JCV HOLDINGS, we have a commitment to the care of the environment, since our primary activity is directly related to the treatment and disposal of waste in an environmentally friendly manner and complying with environmental legislation, all within a framework of quality and safety where best practices are developed, through continuous improvement, to meet the requirements of our customers, and better coexistence with our community and authorities.

This policy is our framework, where the development of our projects is considered financially as a guarantee in the improvement and application of compliance with the environment, quality and safety.



SLAVERY PROHIBITION POLICY.

It is GRUPO JCV HOLDINGS, we have a serious commitment to the elimination and prohibition of all acts related to slavery and human trafficking within our facilities; Therefore, in strict adherence to the fundamental rights enjoyed by all people, as well as labor rights, all employees are responsible for contributing to an environment that prevents slavery, human trafficking and forced labor in our organizational operations, as well as reporting suspected cases of slavery, trafficking in persons or forced labor to criminal authorities and labor.

Violations of this policy will be addressed with disciplinary action, up to and including dismissal of the employee or termination of the contract with a vendor/supplier.

- 1) To prevent our employees from suffering from any kind of slavery or forced labor, the working day of all our employees is established, it is based on Mexican labor standards, having strict adherence to the human rights contemplated in the constitution and international treaties.

In this regard, **the working** day is the time during which the worker is available to the employer to provide his work, said day may not exceed 48 hours a week for the day shift; 45 hours a week for the mixed shift and 42 hours a week for the night shift.

- 2) The collaborators, for every 6 days of work, will have a weekly rest of 1 day, with payment of full salary, agreeing that this rest will be enjoyed on Sunday of each week.
- 3) They will also enjoy rest, with full salary payment, the days indicated in Article 74 of the Federal Labor Law, which are:
 - I. On January 1;
 - II. The first Monday of February in commemoration of February 5;
 - III. The third Monday of March in commemoration of March 21;
 - IV. On May 1;
 - V. On September 16;
 - VI. The third Monday of November in commemoration of November 20;
 - VII. On December 1 of every six years, when it corresponds to the transmission of the Federal Executive Power;
 - VIII. On December 25, and



IX. That determined by federal and local electoral laws, in the case of ordinary elections, to carry out the election day.

- 4) Employees, after one year of continuous service, shall enjoy an annual period of paid leave, of six working days, which shall increase by two working days to twelve, for each subsequent year of service.

After the fourth year, the vacation period will increase by two days, for every five years of service.

Vacations shall be paid with a premium of twenty-five percent on the wages corresponding to them.

- 5) Vacations cannot be compensated with remuneration, so our collaborators must enjoy their vacations.
- 6) The collaborators will receive an annual bonus that must be paid before the twentieth day of December,
- 7) All our employees will receive a salary that should never be less than the current minimum wage.
- 8) Treat workers with due consideration and respect.
- 9) Maintain a sufficient number of seats or chairs, available to workers, to be used by them in a manner compatible with the execution of the work, during the working day.
- 10) Grant workers the necessary time for the exercise of the vote in popular elections, when these activities must be carried out within working hours.

POLICY TO PREVENT CHILD LABOUR.

Due to our economic activity and in compliance with all those laws and international treaties aimed at protecting and safeguarding the rights of minors, is that in GRUPO JCV HOLDINGS, we are strictly prohibited from hiring personnel under 18 years of age, regardless of the area or job position.

Likewise, this policy extends to our business partners; reason why we reserve the right to enter into commercial agreements, with companies and / or business partners that hire minors.

INCLUSION, NON-DISCRIMINATION AND PREVENTION OF HARASSMENT AND VIOLENCE POLICY

In GRUPO JCV HOLDINGS, we have a commitment to the prevention and elimination of all forms of discrimination that are exercised against any person under the terms of Article 1 of the Political Constitution of the United Mexican States,

The purpose of this policy is to **promote equality of opportunity and treatment; the prevention of workplace violence, and the** promotion of a favorable organizational environment, **the following are assumed:**

COMMITMENTS

- 1) It is the obligation of all staff including area heads, managers and directors to apply this policy and practice by example;
- 2) Acts of discrimination, exclusion, distinction, restriction or violence at work are not tolerated, as well as any incident that encourages or aims to hinder, restrict, prevent, impair or nullify the recognition, enjoyment or exercise of human rights and freedoms; or actions against the favorable organizational environment;
- 3) Measures are being implemented to promote equality of opportunity and treatment; the prevention of workplace violence;
- 4) There is a fair care procedure, which does not allow retaliation and prevents abusive or unfounded claims, and which guarantees the confidentiality of cases;
- 5) Awareness-raising activities, information and training programmes are carried out;
- 6) Prevention policies and prevention measures are effectively disseminated;



- 7) All employees and business partners are involved in establishing and implementing this policy in the workplace;
- 8) The exercise of the rights of staff to observe their beliefs or practices or to meet their needs related to race, sex, religion, ethnicity or age or any other condition that may give rise to discrimination is respected; and
- 9) Spaces for participation and consultation are created, taking into account the ideas of workers and employees.
- 10) Co-workers, bosses, subordinates, visitors, suppliers, customers are treated with kindness and courtesy;
- 11) All cases involving mockery, ill-treatment, discrimination, etc. are dealt with and, where appropriate, punished;
- 12) In GRUPO JCV HOLDINGS to promote the sense of belonging of the collaborators to the organization, it is emphasized that all workers, employees and business partners are important for the workplace, since it cannot function if it does not have personnel from the cleaning, through the operational, administrative and even the manager
- 13) They hold meetings with workers so that everyone has the opportunity to express their doubts, concerns, complaints related to their work;