



# Supplier Code of Conduct



## Supplier Code of Conduct

At Mexlog, we believe in a strong, ethical, and sustainable supply chain. This Code of Conduct establishes the principles and guidelines that all our suppliers must follow to ensure responsible practices in human rights, business ethics, environment, health and safety, and regulatory compliance.

### Scope

This Code applies to all suppliers, contractors, subcontractors, and consultants who provide goods or services to Mexlog, at any level of the supply chain and in any country or region where they operate.

### Fundamental Principles

Mexlog suppliers must:

- Comply with all applicable laws, rules, and regulations.
- Act with integrity, transparency, and responsibility.
- Respect human rights and promote the well-being of their workers.
- Minimize the environmental impact of their operations.
- Facilitate effective mechanisms to prevent, detect, and correct any breach of this Code.

### Human Rights and Labor Conditions

#### A. Prohibition of Child Labor

Suppliers must ensure that no minors are employed, in accordance with national and international legislation, especially ILO conventions.

#### B. Prohibition of Forced Labor

All forms of forced, coercive, or threatened labor are prohibited. Personal documentation must not be retained, nor should improper payments be required from workers.

#### C. Freedom of Association

Employees' rights to organize and engage in collective bargaining must be respected, without fear of retaliation or discrimination.

#### D. Non-Discrimination and Inclusion

All discrimination based on gender, age, religion, race, sexual orientation, disability, political opinion, or any other reason is prohibited.

#### E. Working Conditions and Inclusion

Suppliers must provide safe working conditions, reasonable working hours, and fair compensation in accordance with the law.

## **Occupational Health and Safety**

Suppliers must:

- Implement occupational risk management systems.
- Provide continuous training and personal protective equipment.
- Ensure the identification, reporting, and mitigation of incidents.
- Promote a culture of safety and overall well-being.

## **Business Ethics and Legal Compliance**

### **A. Anti-Corruption and Anti-Bribery**

All forms of bribery, extortion, or corruption—direct or indirect—are strictly prohibited. Suppliers must have internal policies and controls in place.

### **B. Conflicts of Interest**

Any relationship that could interfere with objective decision-making must be avoided. Any potential conflict must be disclosed in writing.

### **C. Fair Competition and Antitrust Policy**

Suppliers must avoid unfair practices such as collusion, price-fixing, or abuse of dominant position, and must comply with free competition laws.

### **D. Gifts and Invitations**

Gifts, payments, or favors that could unduly influence Mexlog employees must not be offered.

## **Data Protection**

Suppliers must:

- Protect Mexlog's confidential and industrial information.
- Comply with data protection laws and regulations.
- Implement technical and organizational controls to prevent leaks, unauthorized access, or data loss.

## **Environment and Biodiversity**

### **A. Environmental Compliance**

All applicable local and international environmental laws must be observed.

**B. Environmental Management**

Suppliers must minimize waste, emissions, and resource consumption, promoting efficient energy use and recycling.

**C. Biodiversity Protection**

Suppliers are expected to respect ecosystems, avoiding negative impacts on local flora, fauna, water resources, and soils.

**D. Circular Economy**

The adoption of practices that extend the lifecycle of materials and products is encouraged.

## **Product or service Quality and Safety**

Products and services delivered to Mexlog must:

- Comply with technical, legal, and safety requirements.
- Be evaluated according to certified quality criteria.
- Have traceability, inspection, and continuous improvement mechanisms.

## **Risk Assessment and Audit**

- Mexlog may conduct audits and ESG performance evaluations.
- Critical suppliers may be monitored periodically.
- Evaluations will cover areas such as environmental management, labor compliance, corruption, safety, and human rights.

## **Whistleblowing Mechanisms and Protection Against Retaliation**

Mexlog expects its suppliers to:

- Establish anonymous, accessible, and secure reporting channels.
- Prohibit any retaliation against those who report in good faith.
- Inform Mexlog of any serious non-compliance or suspected irregularity related to this Code.

## **Compliance and Consequences**

Compliance with this Code is mandatory. Mexlog reserves the right to:

- Request corrective measures.
- Suspend contracts or business relationships in the event of serious or repeated non-compliance.



- Exclude suppliers from future processes if practices incompatible with this Code are detected.

### **Validity**

This Code must be signed by the supplier's legal representative and will remain in force throughout the business relationship with Mexlog. It may be updated as regulations, risks, and global standards evolve.