



SOCIAL RESPONSABILITY POLICY





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I. INTRODUCTION

Corporate Social Responsibility is currently one of the most important areas for any Company that is related to a wide spectrum of key players. The multiplicity of interests together with the complexity of the political, social and economic scenarios are an incentive for this type of organizations to worry about taking their productive activities towards standards that generate sustainable economic, social and environmental value for all the actors with whom they it's related.

An adequate Corporate Social Responsibility policy allows the company to maximize the benefits it already obtains from and even achieve more, through the recognition of a shared responsibility in the place where it operates. Therefore, this document aims to establish the basic principles and general framework of action for the management of Corporate Social Responsibility practices at Juveness Mexicana S.A. de C.V. and its associated projects.

II. Fundamentals

Juveness wishes to be a company recognized for its commitment to the development of the societies it serves and through the activities, goods or services it provides. This Responsibility S Policy ocial Company (goahead, "Policy RSE") aims to establish a framework, from which the company can develop and promote socially responsible behavior, in which the business develops, locally adapting the actions that are necessary for its fulfillment.





III. Goals

The objectives set out in this Corporate Social Responsibility Policy will be achieved with a series of action principles that will be promoted by the Corporate Social Responsibility Committee. In the case of internal activities, said committee will be made up of company employees, for activities with the communities of influence, it will work with company personnel and local representatives.

The following are the principles of action of Juveness Corporate Social Responsibility and its associated projects, which must be applied in order to strengthen the company's core business and it's relationship with the environment and the communities of influence.

In addition, they must be carried out in a way that improves the competitiveness, productivity, profitability and sustainability of the company as a whole. The principles of action to which Juveness is committed are the following:

- a) Taking into consideration the expectations of its interested parties;
- b) Comply with applicable law and be consistent with the national rules of behavior
- c) It is integrated into the entire organization and is put into practice in its stable and equitable relationships with the interest groups with which the company is related (shareholders, employees, suppliers, distributors, clients and society).





IV. General Principles of Action

Compliance with the national laws and regulations in force in all the states in which the company operates, adopting in a complementary way national regulations and guidelines such as tax, labor, environmental and health regulations, among others, such as those established by the OECD, and the agreements of the International Labor Organization (ILO).

Maintenance of corporate governance practices based on ethics, business transparency and diversity; respecting the rules of free market and free competition, and rejecting any illegal or fraudulent practice, contrary to the Code of Ethics, to obtain business advantages.

Follow the guidelines of the approved Code of Ethics that stipulate the characteristics of a responsible behavior of collaborators.

Juveness has internal mechanisms for preventing, monitoring, reporting and sanctioning any practice described in the previous paragraph that occurs in the company.

Communication and dialogue with all stakeholders, based on transparency, truthfulness and commitment, as fundamental axes to build stable relationships that generate trust.

Establish instruments to manage processes with excellence, in such a way that the sustainable use of resources is promoted and the minimization of impacts from the company's activities is promoted.

Publish, periodically, relevant and reliable information on the activities and results obtained by the company in its technical, social and environmental aspects. This report must contain an



external verification that increases its credibility and be supported by defined metrics and international regulations.

This document establishes the topics that the Juveness CSR policy and commitment will address, which are classified below:

a) Dialogue with stakeholders ; the Company maintains various communication channels, channels of dialogue and participation with its stakeholders in order to interact in a transparent, honest, truthful and consistent manner, and as a means to learn and improve business performance.

b) Develop actions that allow the creation of value in the Company; to ensure that the Company complies with all laws, legal provisions and regulations that are applicable to it in its capacity as a public limited company and state company.

c) Commitments to collaborators; promote the balance between the demanding challenges of work activities and a good quality of life, maintaining a work environment that encourages their integral development within the framework of the responsibilities that marks the labor law and implement a training policy and skills development technical and professional.

d) Commitments to clients; to ensure the quality of the services provided by the company, always guaranteeing the highest levels of transparency, impartiality and objectivity in order to achieve the highest level of transparency and customer satisfaction.

e) Commitments to the Environment; to generate the least environmental impacts as a result of its provision of services and to instill care and respect for the environment in the institutional culture.





f) Responsibility with the Community; contribute to the improvement of the economic, social and environmental environment and, therefore, to the interest and well-being not only of the people who work in the company, but also to all the people, organizations and communities in its environment, contributing to the development and quality of local life.

V. Governance of this Policy.

Committee Responsibility Social Enterprise of Juveness is composed of different areas of the company and representing maximum hierarchical level. This managing body is responsible for developing the Corporate Social Responsibility Policy, approved by the CEO. Master plans of enterprise social sponsibility is designed to support the strategic plans of the Company.

Likewise, the Corporate Social Responsibility Committee undertakes to review this policy periodically and when circumstances warrant, incorporating it into its philosophy of continuous improvement and adapting it to new organizational demands and environmental challenges that may arise.

