

GLOBAL COMPACT



Communication
on progress

Our company



We reaffirm that our commitment is to promote the development of our employees, their families and communities, we do apply the ten internationally recognized principals from Human Right Areas, labor standards, environmental protection and anti-corruption measures because we are convinced that this is a mechanism for building a better world for future.

And we know that any action however small it is. It will continue to support our commitment.

Metalia MS S.A. de C.V. reports every year the progress on the Compact's ten principles. This is the **Communication in Progress for 2014**.

Message from CEO



Today we reaffirm our commitment to the Global Compact again and show our determination to further progress on actions that seek the welfare of our employees, customers, consumers, suppliers, the community and the environment in a respectful way, conscious and committed to the purpose be sustainable along our way through dedication and teamwork.

We are confident that under the guide lines and compliance with the principles in the áreas of human rights, labor rights protection for the environment and the fight against corruption are contributing to a better society.

Attentively

Ing. Alfredo de la Peña
CEO

QUALITY, SAFETY AND ENVIRONMENT POLICY



THE 10 PRINCIPLES

Human Rights



Principle 1:

“Businesses should support and respect the protection of internationally proclaimed human rights”

Principle 2:

“Businesses should make sure that they are not complicit in human rights abuses”

Labour



Principle 3:

“Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining”

Principle 4:

“Businesses should uphold the elimination of all forms of forced and compulsory labor”

Principle 5:

“Businesses should uphold the effective abolition of child labor”

Principle 6:

“Businesses should uphold the elimination of discrimination in respect of employment and occupation”

Environment



Principle 7

“Businesses should support a precautionary approach to environmental challenges”

Principle 8

“Businesses should undertake initiatives to promote greater environmental responsibility”

Principle 9

“Businesses should encourage the development and diffusion of environmentally friendly technologies.”

Anti-Corruption



Principle 10

“Businesses should work against corruption in every single way, including extortion and bribery”

HUMAN DEVELOPMENT



ORGANIZATIONAL CULTURE

With our values and code of ethics, we meet our commitments to our customers, our employees and the communities and societies in which we operate.



VALUES TEAMWORK



- *We encourage work teams with the highest possible authority
- *We foster an environment of participatory work.
- *We appreciate the diversity of opinions, debate and agree enriches the decision making to be encountered in seeking consensus.
- *We maintain our sense of humor and optimism in our interactions.
- *We measure and recognize the results of the teams and their members.
- *Work with programs and development techniques for team work skills.

VALUES



CONTINUOUS IMPROVEMENT

- We search to be better at what we are and do.
- We recognize that everything we do is a process that can be eliminated, simplified or improved.
- We are convinced that the quality of the process ensures the quality of the result.
- We implemented systems and methods that promote continuous improvement and productivity.
- We Promote the self-development of the whole individual.



PROACTIVITY

- Is when the person is expected to perform an activity or action, although it hasn't been requested.
- Being proactive means not only take the lead, but to always decide, at any moment what we do and how we do it.
- Being proactive means not to act quickly, disorganized, or carried away by the impulse of the moment.
- People who have the habit of proactivity are not aggressive, arrogant or insensitive, but are moved by values, know what they need and act accordingly. implies to be creative to generate improvements.

VALUES

DEVELOPMENT



- We aim to be better at what we do and how we act.
- We strive to support our staff with knowledge, experience and skills necessary to meet the company's strategic goals and challenges of each employee.
- Establish personal development commitments by the employee and the company.

ENVIRONMENTALLY FRIENDLY



- We care about the environment, meeting and exceeding the regulations in this area.
- Establish development programs and family activities.
- We contribute to the social development of the communities where our businesses are located.
- We support educational institutions and social welfare that share our principles and values.

WORKING ENVIRONMENT

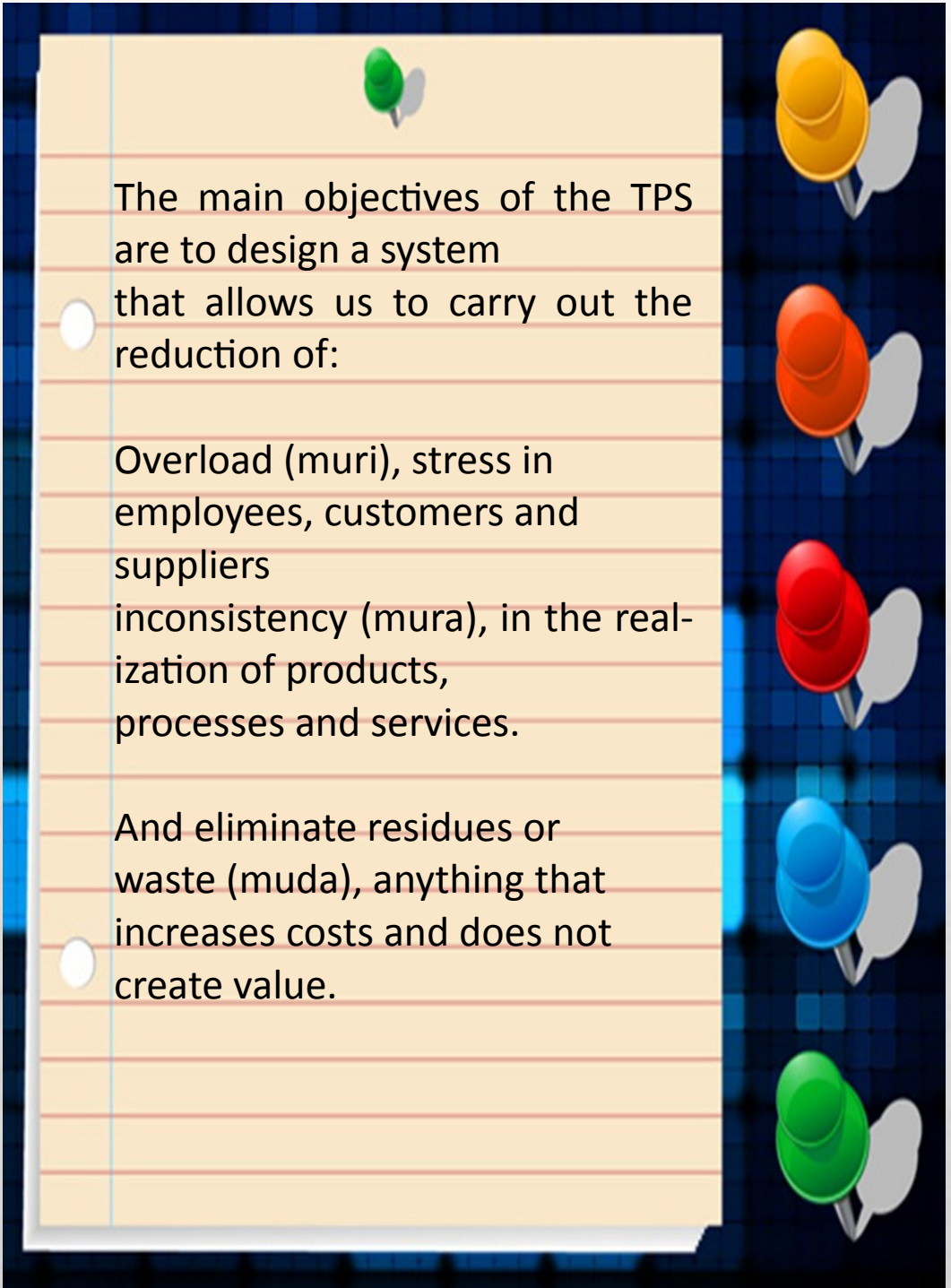
During the month of January 2014 Metalia MS was held the “working environment” course, to be improved in Metalia MS. This survey was conducted in May in order to identify and analyze the state of job satisfaction, identify sources of conflict, assess behavior, to be able to take corrective measures, correct behaviors of the leaders, among other things. Performing well and working on our weaknesses as a company.

This according to the first principal:

"Businesses should support and respect the protection of internationally recognized human rights“.



The Toyota Production System (TPS)



The main objectives of the TPS are to design a system that allows us to carry out the reduction of:

Overload (muri), stress in employees, customers and suppliers
inconsistency (mura), in the realization of products, processes and services.

And eliminate residues or waste (muda), anything that increases costs and does not create value.

PROJECT IMPROVEMENT

With the approach of the objectives of the TPS during 2014 was working on 15 projects to improve production efficiency, reduce costs, reduce risk to staff and the environment

Some examples of projects TPS:

Redeveloped area of quality

Increased level 5's

Increased quality

Tool damage

Security

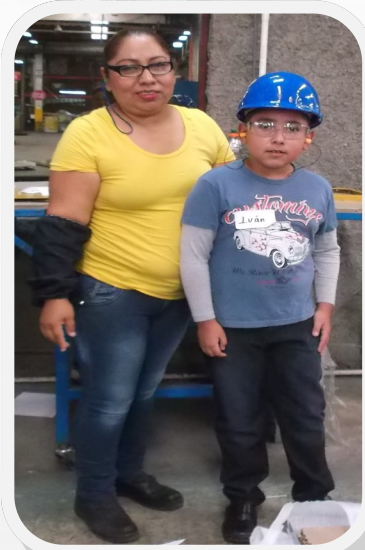
VIVE LA EXPERIENCIA

Highest grades rated children were invited to meet the workplace and activities of their parents.



VIVE LA EXPERIENCIA

For them it was a great pleasure to know where his father works and about the activities that take place in the squad.



TRAINING PROGRAM

In 2014 , were given in the training áreas: Safety, Environment,Continuos Improvement and operator training,giving a total of 2,622 man hours.



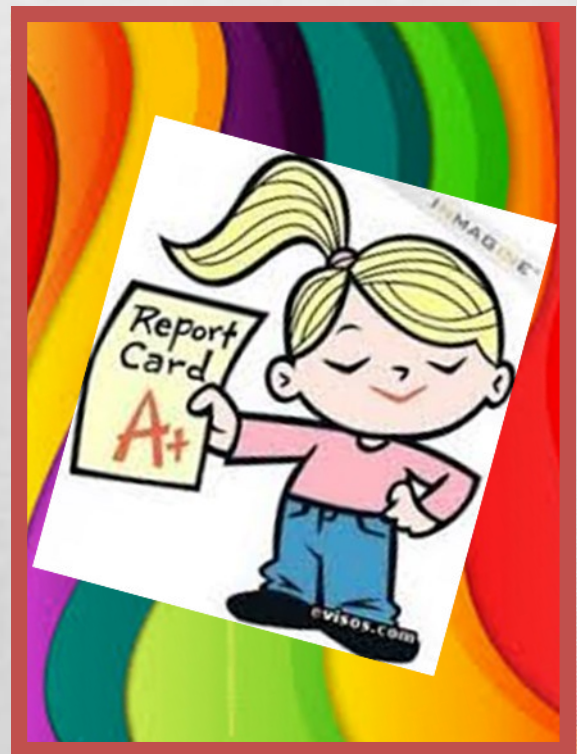
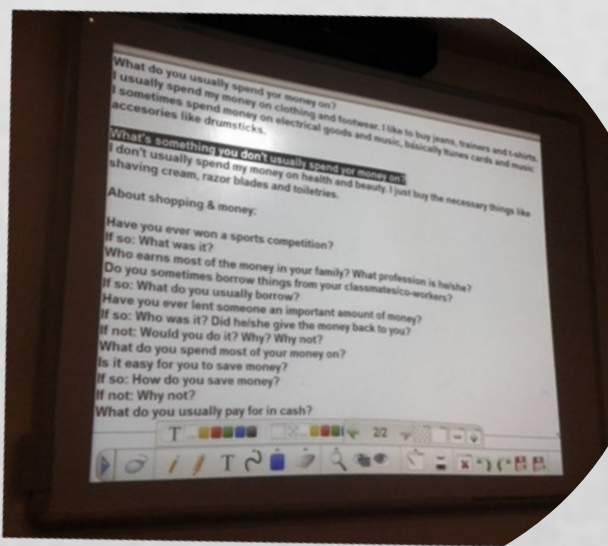
Every day is continuously seeking to improve the training because we know the importance that helps the staff to do their jobs properly, prevention of accidents and can bring improvements for the company, continuing the TPS projects

EDUCATION

In 2014 grants were given to the children of workers seeking excel in education, and a financial contribution as school support for each child who is a student worker, in addition to English courses to workers who request it.

scholarships

Metalia supports his staff want to continue getting ready for this reason the worker can request special timetable for further



TEAM INTEGRATION

SPORTING EVENTS

SOCCER TOURNAMENT

Each year there are two soccer tournaments, one internal and one external, where everyone can participate, in these tournaments we deliver awards for 1st, 2nd and scoring champion and promote coexistence among the finalist teams.



HEALTH

& FAMILY LIFE



SPORTING EVENTS

RACE

Metalia concerned by the employees health encourages staff to attend a race organized by some organizations in order to donate the cost of registration to foundations that promote family ties.



FAMILY LIFE

Also in the race they may be accompanied by his family, promoting family life



RECOGNITION FOR SENIORITY



In December, we delivered seniority recognitions to workers who turned 5,10, 15, 20, 25 and 30 years of service of working in our company, followed by a meeting in order to recognize his career within our company our company.



CHRISTMAS PARTY



In December 2014 we held our traditional Christmas Party on "GRAN PALACE", people had fun dancing and taking photos on photo party cabin and enjoyed healthy fellowship, within the same was held a raffle of household items such as televisions, Blue rays, stereos, tablets, household items and electronic money cards.



HELP OTHERS

- Makes donations to foundations that help disadvantaged people, as well as children with disabilities.
- Metalia. All of this based on a nondiscrimination principle.
- Bazaars Caritas have as mission support Monterrey Caritas resources economic, which they obtained through a quota recovery of certain donations in kind.



Bazar
Cáritas 
De todos para todos



Gracias a tu donativo que das a cambio de lo que ofrecemos en los Bazaars , podemos ayudar a más personas.



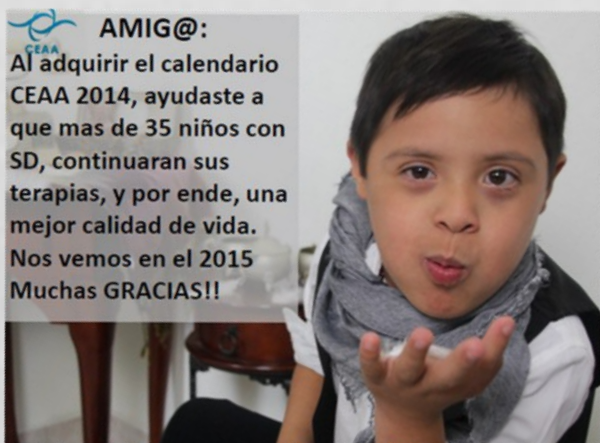
HELP OTHERS



Jovenes



Also Metalia let CEAA sell their products in the company, that people with Down syndrome, make this functions, with support of people with Down Syndrome aims to provide a significant learning, trough a functional instruction, an appropriate development in personal, educational, social and labor areas.



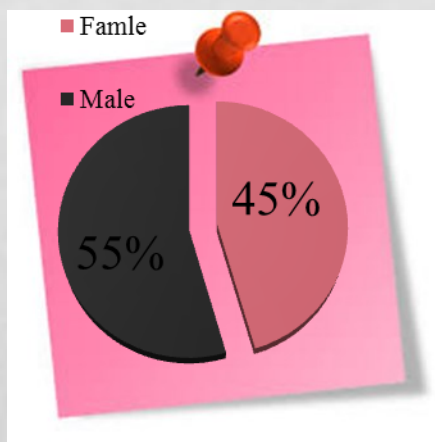
AMIG@:
Al adquirir el calendario
CEAA 2014, ayudaste a
que mas de 35 niños con
SD, continuaran sus
terapias, y por ende, una
mejor calidad de vida.
Nos vemos en el 2015
Muchas GRACIAS!!

SCHOOL LOTTERY

In 2014 could not miss the traditional school lottery, the mothers received school packages for different educational levels to support the family economy while passing a good time.



Metalia continues to consider the participation of staff and development of females participating in different areas there by strengthening equality and prevent gender and sexual discrimination.

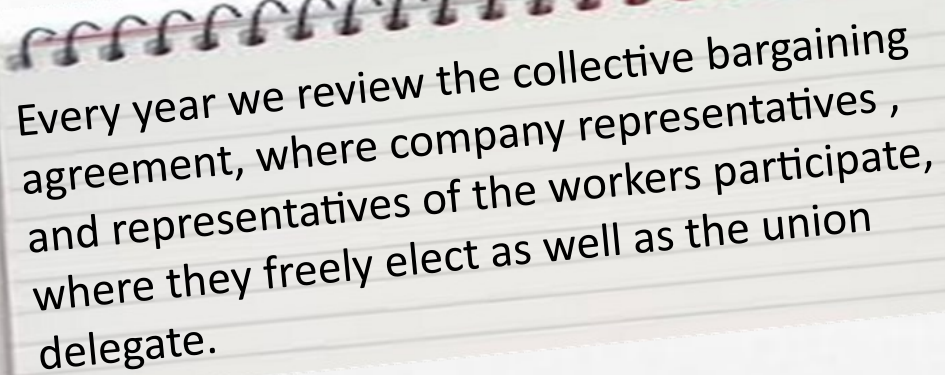


Nivel superior

Promotion staff:

Search always begins Internally, so if there is no adequate staff to office, launch an external search.

AGREEMENTS



Every year we review the collective bargaining agreement, where company representatives , and representatives of the workers participate, where they freely elect as well as the union delegate.

In 2014 added one new route at carrier service, this is for helping workers living long distances from Metalia, providing them with boarding passes and discounts with public transportation rate, trough the FERIA card, which is a prepaid public

When a decease occurs in the immediate family of the employee two financial aids are granted: one for the company and another by the Union.

Financial aid is granted for every live born child of the worker.

The scholarships to be awarded includes all the student needed during school year.

We have a Health and Safety Commission who is responsible for reviewing the working conditions of staff and also to look that the Rules and Security Policy are met in full and look for improvement continue.

REAFFIRMING

Reaffirming our Commitment to compliance with the Guidelines the laws dictate our Mexican legal framework, Metalia not hire under 18 for any of its positions in the organization. It is also stated in writing in our induction , staff procedure ISO PRH01-01.



ELIMINATION OF DISCRIMINATION



Metalia think about people with different disability so have access ramps to enter our offices and lunch areas.

Every one who visited Metalia suppliers, workers .

Principle 6

“Businesses should uphold the elimination of discrimination in respect of employment and occupation”

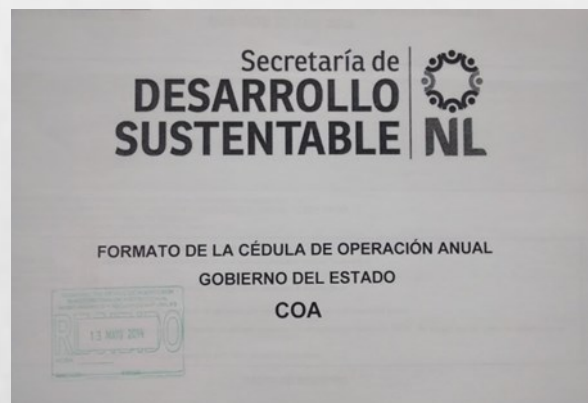


Environment sustainability

ENVIRONMENT

environment

Metalia has a commitment to the Authority, the Community and contributors Preserving the Environment. As every year the company focuses on reducing year by year waste considered hazardous waste, including storage and disposal in accordance with the guidelines of the General Law of Integral Waste Reduction (LEPGIR).



PARA SER LLENADO POR EL ESTABLECIMIENTO INDUSTRIAL		
1. NOMBRE O RAZÓN SOCIAL DE LA EMPRESA INDUSTRIAL, S.A. DE C.V.		OPCUB0001110010
2. REGISTRO UNICO DE PERSONAS ACREDITADAS (RUPA)	3. NO. DE REGISTRO AMBIENTAL ESTATAL	4. N° LICENCIA DE FUNCIONAMIENTO: LF 0008-11110011
5. PRINCIPAL ACTIVIDAD PRODUCTIVA DEL ESTABLECIMIENTO: VENTA, FABRICACION E INSTALACION DE MANUFACTURAS METALICAS		
6. RESPONSABLE TECNICO (apoyado en el establecimiento para cumplir con las obligaciones de informacion, ante el cual se han efectuado las inspecciones de campo)		
NOMBRE: ORLANDO GONZALEZ COCORA		
7. NOMBRE O RAZÓN SOCIAL DEL CONSULTOR: (Si no es caso en que la Cédula haya sido elaborada por el consultor)		
8. NOMBRE Y FIRMA DEL REPRESENTANTE LEGAL O PERSONA FISICA OBLIGADA		9. CORPO DEL REPRESENTANTE LEGAL O PERSONA FISICA OBLIGADA
PELASOTONALMEX		
AL FIANDO DE LA PENA LABORAL		
Bajo protesta de decir verdad, declaro que la información contenida en este formato y sus anexos es verdadera y que puede ser verificada por la autoridad correspondiente en el Estado, cuando sea requerida, que en caso de omisión o falsedad podrá incurrir al incumplir las sanciones correspondientes.		
A efecto de que la entrega de la información presentada a la autoridad correspondiente en el Estado sea aceptada debe contar con la firma autógrafa del representante legal.		

INTEGRATED MANAGEMENT SYSTEM

We have an Integrated Management System qualified by a certifying agency called Det Norske Veritas (DNV) who conducts audits every year for recertification, We should mention that there are three Re-Certifications currently approved.



- Quality Certificate
No.158640-2014-AQ-MCI-RvA
- Environmental Certificate
No.158641-2014-AE-MCI-RvA
- Occupational Health and safety
Certificate 158642-2014-HSO-MCI-DNV

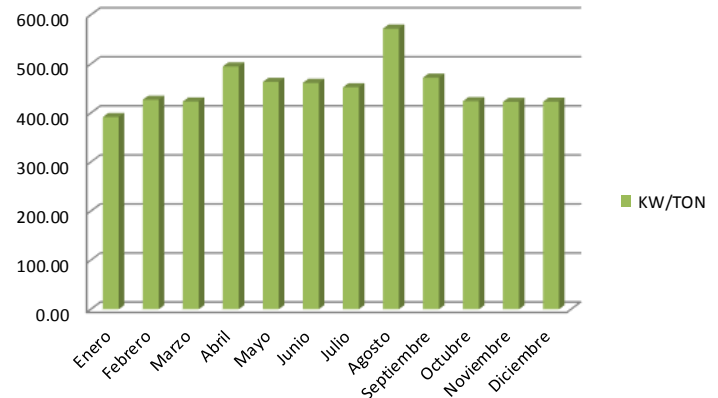
ENVIRONMENT

Metalia is concerned about the preservation of the environment in which every day along with the growth we had with sustainable projects that we audited year for year our certification

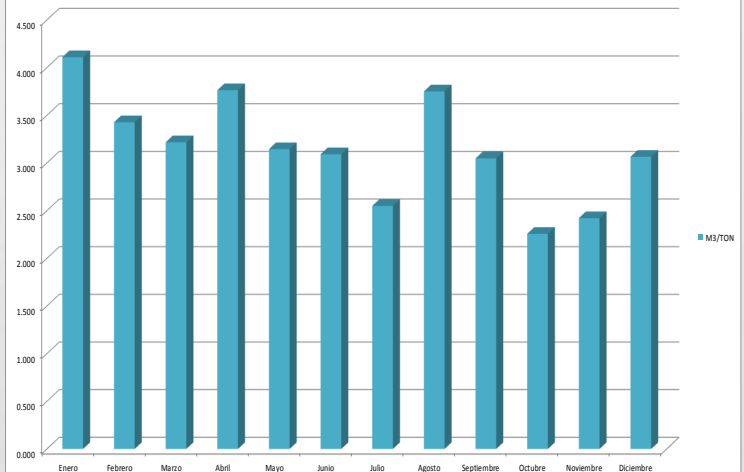
ISO 14001 .

Here are the parameters 2014

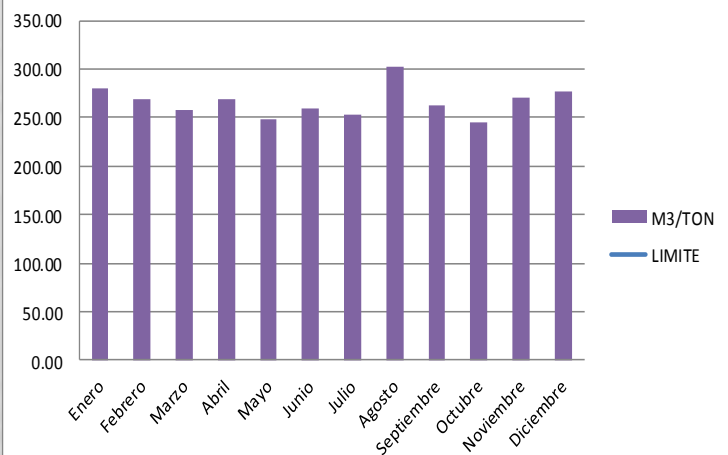
ENERGIA ELECTRICA



AGUA



GAS



ENVIRONMENTAL CARE PROYECT



- In 2014 he invested in a new paint booth, improving efficiency and recovery of paint annually

COMMUNICATION

Periodically communication boards are made to all staff of Metalia, which reports:

- *Productivity
- *Quality
- *Improvements
- *Security



ENVIRONMENTAL



We obtained permission to use this water for irrigation of green areas and thus reducing pollutants and waste indicator and having as profit the savings on drinking water for landscape and irrigation use.

The process before be used the water is decantation of contaminated water, allowing us to separate the sludges and confine them, with this and by verifying a water study we can use in the green areas.

ENVIRONMENTAL

Save the planet !!

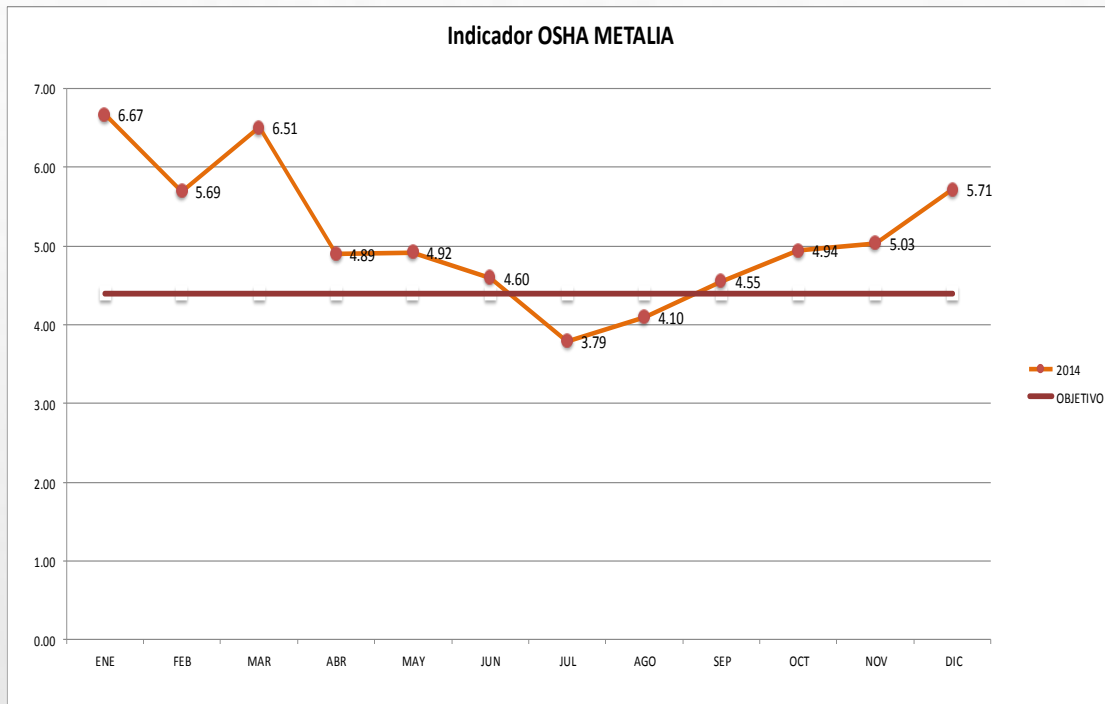


This activity is on going
and is conducted to
help protect the
environment

During 2014 sent 21 kg of
alkaline battery to the
municipality of Escobedo, who
are responsible for conducting
their confinement cells.

SECURITY

Metalia work every day to reduce such accidents OSHA



SECURITY

EMERGENCY PLAN

For Compliance with Mexican Official Standard security conditions, prevention, protection and fire fighting the workplace, met in order to safeguard the security of the personnel and property, Metalia has a plan of emergency.

Committee the following Emergency Brigades:

- *Evacuation Brigade, composed of 20 brigade members.
- *First Aid Brigade consists of 10 brigade members.
- *The Fire Brigade Team consists of 10 Brigadiers.
- *Search and Rescue Brigade made up of 10 Brigadiers.

For the formation of the emergency brigades were trained



ENVIRONMENTAL



During 2014 continued the preventive maintenance project started in 2012 where, thanks to daily, weekly or monthly activities can be scheduled oil changes in machines every 6 to 12 months, with positive results as optimal conditions for machines operation, the savings in oil consumption and continue, reducing environmental impact.



ANTICORRUPTION



During 2014 we had a bribe by a service provider where our staff reported the incident, according to the **principle no. 10 "Businesses should work against corruption in all its forms, including extortion and bribery"** problem was followed to resolve . This by doing the necessary in order to avoid it happens again

You can **stop**
CORRUPTION