
GENOMMA LAB ANTI-CORRUPTION POLICY



Genomma Lab[®]
Internacional

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1 OBJECTIVE

- 1.1 Establishing the guidelines to prevent and/or avoiding the practice of acts of corruption and trafficking of influences by employees and/or third parties related with Genomma Lab, in order to take care of the image and reputation of the company.

2 SCOPE

- 2.1 This policy is targeted to all of the employees of Genomma Lab international S.A.B. de C.V. and companies subsidiaries and/or affiliates.

3 DEFINITIONS

- 3.1. **Acts of corruption:** Any act whereby a person itself, or through an intermediary, promises, offers or gives a stimulus with economic value to a any third party, to induce him/her to perform or refrain from performing an act, in order to obtain or retain a benefit or unfair advantage, with independence of the acceptance or receipt of stimulus or the result.
- 3.2. **Code of conduct:** Code of conduct issued by Genomma Lab.
- 3.3. **Collaborators:** All the employees of Television Products Retail, S.A. de C.V. and/or subsidiaries.
- 3.4. **Ethics Committee:** Body to ensure and monitor the correct implementation of anti-corruption policy.
- 3.5. **Genomma Lab:** Genomma Lab international, S.A.B. de C.V.
- 3.6. **Group:** Represents Genomma Lab and subsidiaries.
- 3.7. **Subsidiaries:** juristic person, national or foreign, in which Genomma Lab has directly or indirectly the control of assets and/or operations.
- 3.8. **Third parties:** Any individual or juristic person having a commercial and/or contractual relationship, for services, or any kind, with the group.
- 3.9. **Trafficking of influences:** Any act arising out of the use of personal, commercial, or institutional relations, economic or political power, being real or fictitious, with the aim that a third party performs or refrain from performing an act in order to obtain or retain a benefit or unfair advantage.

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OPERATIONAL POLICY

- 4.1 All the collaborators should act in accordance with the guidelines and ethical principles set out in the code of conduct.
- 4.2 Acts of corruption.
 - 4.2.1. It is forbidden to any collaborator and third parties, to make an Act of Corruption.
 - 4.2.2. In the case that a collaborator is a victim or has knowledge of an Act of Corruption, must not do so, and must notify to the Ethics Committee to determine the way the group will proceed.
 - 4.2.3. The group will seek to maintain commercial or business relationships with third parties whom promote among its employees, the values which are described in this policy, and whom must refrain from doing acts of corruption. Any company in the group that maintains commercial relations with that third party must make sure the latter knows and agrees to the terms of this policy by writing.
 - 4.2.4. Collaborators and third parties are required to notify any knowledge of an Act of Corruption, on the understanding that the omission of this notice shall be deemed a breach of this policy.
 - 4.2.5. Where a collaborator or third party has made use of resources of the group to commit an Act of Corruption, he/she should restore completely these resources to the group, this irrespective of the sanctions or procedures that the group could exercise against that collaborator or third party.

4.3 Trafficking of Influences.

- 4.3.1 It is forbidden to any collaborator and third parties make use of the Trafficking of influences.
- 4.3.2. In the case that a collaborator is a victim or has knowledge of Trafficking of influences, must notify to the Ethics Committee to determine the way the group will proceed.
- 4.3.3. Collaborators and third parties are required to notify any knowledge of Trafficking of influences, on the understanding that the omission of this notice shall be deemed a breach of this policy.

4.4 Stimuli and Gifts.

- 4.4.1. It is forbidden to any collaborator to accept any amount of money or equivalent cash by a third party, which shall be notified to the Ethics Committee.
- 4.4.2. It is forbidden to give or offer to any third party, economic stimulus that is not expressly stated in the respective contract.
- 4.4.3. In case that a collaborator receives a gift from a third party, for its acceptance, it shall be notified and approved by writing from the Vice-President of the area and, in case that the value of this gift exceeds the amount of \$1,000.00 (one thousand Mexican pesos 00/100) should be notified and seek the approval of the Ethics Committee.
- 4.4.4. In case you want to give a gift to a third party, must obtain the approval of the Vice President of the area and, in the case that the value of the gift exceeds the amount of \$1,000.00 (one thousand Mexican pesos 00/100), must obtain the approval of the Ethics Committee. On the understanding that any gift must be fully identified with the image of the company that provides it, and this gift should not exceed, under any circumstances, the amount of \$10,000.00 (ten thousand Mexican pesos 00/100)

4.5 Donations

- 4.5.1. Donations to political parties are forbidden, unless under permission of the Ethics Committee

4.6. Notificación

- 4.6.1 All notices relating to this policy should be carried out to the Ethics Committee to the email comitedeetica@genommalab.com.

4.7. Sanctions

- 4.7.1. In the event of breaching from a collaborator, may be determined the dismissal and legal action through labor, civil, commercial or criminal process.
- 4.7.2. In the event of breaching by a third party may be determined the termination of the commercial relationship, and legal action through civil, commercial or criminal process.

4.8. Knowledge and acceptance of the policy.

- 4.8.1 All of the employees must sign the Acknowledgement of Receipt and Commitment of the Anti-Corruption Policy, which certifies that they know and understand the scope of this policy.
- 4.8.2 The Vice-President of Business Expansion and Human Capital is the responsible person for communicating this policy, as well as collect and safeguard the "Acknowledgement of Receipt and Commitment of the Anti-Corruption Policy".
- 4.8.3. Those collaborators whom are the contact of the Group with a third party should show this policy for its acknowledgement, and proceed in accordance with the provisions in the item 4.2.3.
- 4.8.4. The group to promote the knowledge and application of this policy will perform training and information campaigns.

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LIABILITIES

Area	Activity/responsibility
Vice-President of Business Expansion and Human Capital	<ul style="list-style-type: none">• Publicizing the present policy.• Monitoring its administration, implementation and enforcement at all levels.
Ethics Committee	<ul style="list-style-type: none">• Ensure, monitor and solve with respect to the correct fulfillment thereof.
Collaborators	<ul style="list-style-type: none">• Fulfillment of the guidelines described in this policy.

6 FILE

Identification of the record/document	File mode	Responsible of custody	Storage time
N/A	N/A	N/A	N/A

7 DISTRIBUTION

Responsible Area	No. of Controlled copy
N/A	N/A

8 CHANGE CONTROL

Date of update	No. Previous review	Description of change
N/A	N/A	N/A

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ANNEXES

Name	Registry identification	Annexed Document
Form 01: Acknowledgement of Receipt and Commitment to Anti-Corruption Policy	MX-A01/R00-PL- VH-031/R01	

Acknowledgement of Receipt and Commitment Anti-Corruption Policy

Hereby I confirm that I have full knowledge of the anticorruption policy issued by S.A.B. de C.V. Genomma Lab intentional, and that I understand all of its content and scope. In relation to the above, I agree to comply with all provisions of this policy and in the case I need more information on this, I will contact the Department of Human Capital.

Name: _____

Area and Position: _____

Company: _____

Date: _____

Place: _____

Signature: _____



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