

Celaya, Mexico, October 1st 2015

STAKEHOLDERS AND GENERAL PUBLIC
COP OF UN GLOBAL COMPACT 2015 YEAR

According to our Internal Procedures every Year on October 1st, a New COP will be launched in order to inform the activities that the company has taken to implement the Global Compact principles in each of the four issue areas: Human Rights, Labor, Environment and Anti-corruption.

RPK group has a **Corporate Social Responsibility Code**, where any kind of abuse, discrimination or corruption activity is forbidden. This Code is clearly communicated, transmitted and taken into account in any company policy, decision or activity. The Social Responsibility is part of our Integrated System Policy that operates in the company as kind of Constitution or Foundation Act.

HUMAN RIGHTS:

A copy of **AIAG Working Conditions Initiative** is available in the Company Communication Panel, of the company. Protection of Human rights is a **MUST** in all the relations within the company.

Result: The employees are informed of their rights at work, during the Introductory Training. A copy of the Internal Conduct Code also is provided to all the employees.

RPK promotes respect, generosity, rigor, efficiency and enthusiasm to employees being a value of the company, across all levels of the organization.

Result: The employees have definite values in their job description; A copy of are the values is given, and an explanation of them, is given during their introductory training.

As part of the commitment, the Company Integrated System Policy has a defined value of improving the Social Environment in the areas where the RPK group develops its activities. We work head to head, with organizations in the area of Celaya (Guanajuato) that care about the social environment.

Result: Every December RPK México and employees donate time and money, to offer different products, money or services to Institutions protected by the Local DIF of Celaya (nursing homes, abused children protection organizations, etc...).



RPK México and employees donate
time and money, to offer different
products, money or services to
Institutions



ORIENTE 5, N° 132
CIUDAD INDUSTRIAL
C.P. 38010 CELAYA (GUANAJUATO) MÉXICO
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E-MAIL: rpk@rpk.com.mx WEB: <http://www.rpk.es>

RESORTES - SPRINGS
BOBINAS DE COBRE – COPPER COILS

LABOR:

A copy of **AIAG Working Conditions Initiative** is available in the Company Communication Panel, of the company. Employees in RPK México are contracted freely; respecting the rights and making them comply with Mexican Federal law job.

Activity: The employees are informed of their rights at work, during the Introductory Training. A copy of the Internal Conduct Code also is provided to all the employees.

Activity: Every birth of an employee's (male) child, RPK Mexico will respect their five days granted by Mexican Federal Law Job.

Activity: Pregnant women are cared for their physical integrity, performing no risky activities.

RPK Mexico is a company that promotes the health of personnel working in the company.

Result: During 2015 a nutritional program was initiated through talks focused on the wellbeing of health. The program is guided by a nutritionist who informs the personnel how to care their body and promotes activities and exercises to change the sedentary life of many of the participants.



Nutrition Program Invitation 2015



ISO 9001
UNE-ISO/TS 16949

ENVIRONMENT:

In September 2015, we have renewed our certification ISO 14001.

Result: The employees are informed of the environmental risk and protection activities of the company, during the Introductory Training. Every year additional environment protection courses and training are given to convert into a greener organization.

Within the policy of integrated management of RPK Mexico, in point seven, it is established that we must protect the environment, which we spread by carrying out various activities with the employees.

Result: The employees are informed of the environment risk and protection activities of the company, during the Introductory Training.

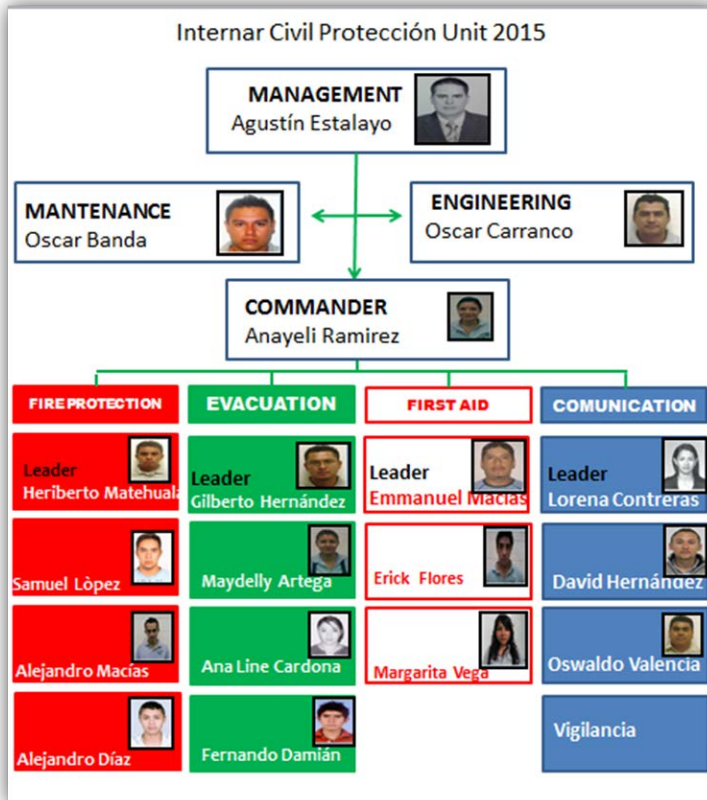
Result: A multifunctional brigade was formed and trained to know how to act in case of fire emergency, how to eradicate and not permit it to expand.

Result: Educate employees to recycle, every year in December teams are made to participate by making a project with designated recycled material.

LISTA DE ASISTENCIA

Tema: **MANEJO DE RESIDUOS E ISO 14001** 17/06/2015
Instructor: **ANAYELI RAMIREZ Y DANIEL MANDUJANO** Grupo: _____

Numero	N. de Empleado	Nombre	Area	Puesto	Firma
1	496	Concepción Nolasco	Manuales	Operadora	Letra conser
2	485	Guadalupe López Escobar	Manuales	Operadora	Concepción
3	516	Cristina Estrella González	Compu	Cuidador de Mag	Concepción
4	499	Angela García Martínez	Compu	Cuidador	Concepción
5	496	Adrián Rodríguez Hdez	Manuales	Operador	Concepción
6	500	Daniel García P	Manuales	Operador	Concepción
7	509	Ricardo Nolasco	Manuales	Operador	Concepción
8	484	Jose Salazar Mendi	Manuales	Operador	Concepción
9	508	Esteban García R	Manuales	Cuidador mag	Concepción
10	506	Nancy Angel Martínez	Manuales	Cuidador mag	Concepción
11	507	Marcos Villa Hernández	Manuales	Cuidador manual	Concepción
12	488	Patricia Luna Cárdenas	Manuales	Cuidador mag	Concepción
13	503	Jose de Jesus Lopez R	Manuales	Cuidador mag	Concepción
14	504	Maria Lorena Cárdenas	Manuales	Cuidador mag	Concepción
15	505	Daniel Urbina Rivas	Manuales	Cuidador mag	Concepción
16					
17					
18					
19					



Organizational
Chart Brigade



Furniture with
Recycled Material.



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ANTICORRUPTION:

Upon our Code of Corporate Responsibility a clear Anticorruption policy is effective on the company.
All the decisions and contracts are taken considering the Code.

<p><u>Result:</u> 0 Customers' complaints regarding suspicious or inappropriate business practices, during 2014 & 2015 years.</p>

Best Regards,

AGUSTIN ESTALAYO
MANAGING DIRECTOR
RPK MEXICO, S.A. DE C.V.



ISO 9001
UNE-ISO/TS 16949