

Celaya, Mexico, July 16th 2021

STAKEHOLDERS AND GENERAL PUBLIC
COP OF UN GLOBAL COMPACT 2020 YEAR

According to our Internal Procedures every Year on sth, 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:

RPK Mexico, is a socially responsible organization with its employees and their social environment; sharing these global corporate values across all levels of the organization. During 2020 we better working conditions by identifying risk factors at work stations.

Result: The employees participate in aid campaigns for the social.

RPK has a formal procedure to prevent any kind of harassment situation in the workplace. All the employees receive an explanation of the procedure, during the introductory training.

Result: All the employees receive an explanation of the procedure, during the introductory training. Directors and area responsible personnel are trained to. We continue to strengthen this procedure during 2021.

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

Also direct aid is promoted when natural disasters (earthquakes, floods or any other, etc.) impact any of the countries where the RPK Group has operations in. Either the group or the Local subsidiary could provide donations of any kind (money or materials)

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



December 2020 Donation

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





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RESORTES - SPRINGS
BOBINAS DE COBRE – COPPER COILS

LABOR:

A copy of **AIAG Working Conditions Initiative** is available in the Company Communication Panel. Employees in RPK México are contracted freely (without any kind of force); respecting the rights and making them comply with Mexican Federal Law Job.

RPK grants its employees **additional benefits** to those of the 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: RPK Mexico offers an economical support for for the birth of a descendant. In Mexico there is not promoted by a Law that companies must give this kind of help (economic support at the time when the baby is born).

Activity: Help for death of direct relatives. In Mexico there is not promoted by a Law that companies must give this kind of help (economic support at the time when relative's death happens).

RPK has an initial training plan, which identifies step by step training of the employees.

Activity: RPK Mexico promotes a training program without borders. RPK supports economically in conjunction with the government of Guanajuato and the Vasco government to the development and training of de three students will be forming in the company that is located in Vitoria. There are two undergraduate and one technical level student.

ENVIRONMENT:

In October 2020, we RPK Mexico renewed ISO 14001 certification for another year. (New version 2015)

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 our organization into a greener organization.

As a part of Integrated Policy System of the Company, RPK Mexico establishes a commitment to protect the environment, which is deployed in various activities with the employees.

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

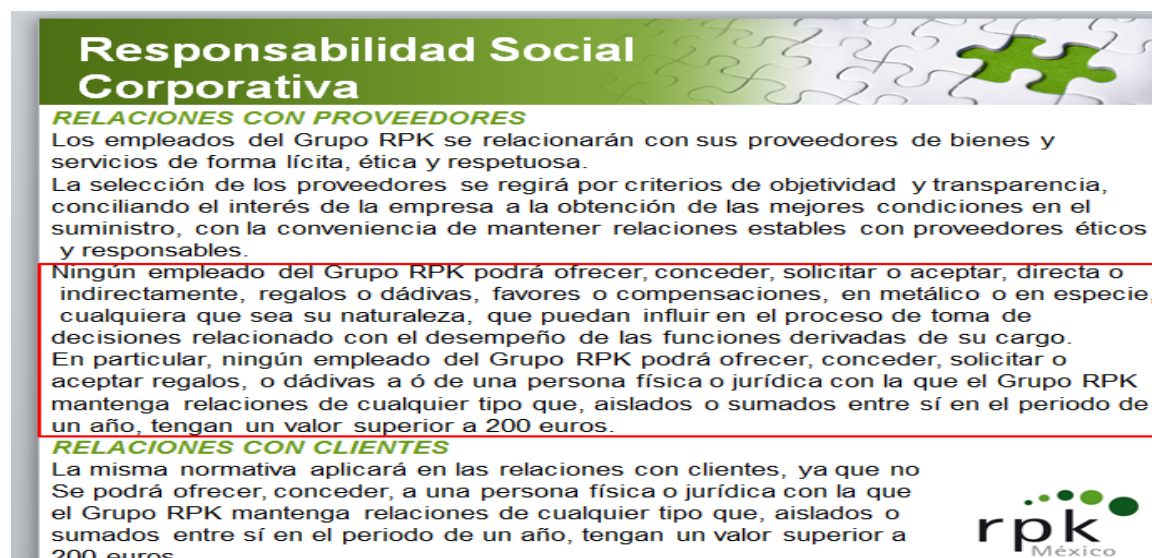


ISO 9001
UNE-ISO/TS 16949

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.

Result: 0 Customers' complaints regarding suspicious or inappropriate business practices, during 2020 years.




Responsabilidad Social Corporativa

RELACIONES CON PROVEEDORES
Los empleados del Grupo RPK se relacionarán con sus proveedores de bienes y servicios de forma lícita, ética y respetuosa.
La selección de los proveedores se regirá por criterios de objetividad y transparencia, conciliando el interés de la empresa a la obtención de las mejores condiciones en el suministro, con la conveniencia de mantener relaciones estables con proveedores éticos y responsables.

Ningún empleado del Grupo RPK podrá ofrecer, conceder, solicitar o aceptar, directa o indirectamente, regalos o dádivas, favores o compensaciones, en metálico o en especie, cualquiera que sea su naturaleza, que puedan influir en el proceso de toma de decisiones relacionado con el desempeño de las funciones derivadas de su cargo.
En particular, ningún empleado del Grupo RPK podrá ofrecer, conceder, solicitar o aceptar regalos, o dádivas a ó de una persona física o jurídica con la que el Grupo RPK mantenga relaciones de cualquier tipo que, aislados o sumados entre sí en el periodo de un año, tengan un valor superior a 200 euros.

RELACIONES CON CLIENTES
La misma normativa aplicará en las relaciones con clientes, ya que no se podrá ofrecer, conceder, a una persona física o jurídica con la que el Grupo RPK mantenga relaciones de cualquier tipo que, aislados o sumados entre sí en el periodo de un año, tengan un valor superior a 200 euros.



Best Regards,



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