



**SITRASA®**

al servicio del medio ambiente

CODE OF ETHICS



Sistemas de Tratamiento Ambiental S.A. de C.V.

## CODE OF ETHICS

In Sistemas de Tratamiento Ambiental S.A. de C.V., we are a company committed to our business partners, collaborators, authorities and society in general; This code of ethics is based on compliance with fundamental rights, and we are also committed to carrying out our activities in accordance with values such as legality, integrity, loyalty, respect, honesty, trustworthiness and responsibility.

## VISION

To be leaders in the treatment and development of industrial waste recovery technologies, offering new technologies for a more environmentally friendly disposal.

## MISION

Establish long and lasting business relationships with our clients, through the use of new technologies in treatment and revaluation processes with the best practices in the industry.

## OBJETIVES

- Take care of the environment.
- Treatment and revaluation of waste in a friendly way to the environment.
- Abide by environmental legislation.
- Quality and safety.
- Continuous improvement detecting areas of opportunity to improve processes.

## ENVIRONMENTAL POLICY

At SITRASA, we have a commitment to caring for the environment, since our primary activity is directly related to the treatment and disposal of waste in an environment-friendly manner and in compliance with environmental legislation, all within a framework of quality and safety. where the best practices are developed, through continuous improvement, in order to satisfy the requirements of our clients, and better coexistence with our community and authorities.

This policy is our framework, where the development of our projects is financially considered as a guarantee in the improvement and application of compliance with the environment, quality and safety.



## SLAVERY PROHIBITION POLICY

It is SITRASA, we have a serious commitment to the elimination and prohibition of all acts related to slavery and human trafficking within our facilities; Therefore, strictly adhering to the fundamental rights enjoyed by all people, as well as labor rights, all employees are responsible for contributing to an environment that prevents slavery, human trafficking and forced labor in our operations. organizations, as well as reporting suspected cases of slavery, human trafficking or forced labor to criminal and labor authorities.

Violations of this policy will be dealt with by disciplinary action, up to and including termination of the employee or termination of contract with a vendor/supplier.

To prevent our collaborators from suffering from any kind of slavery or forced labor, the working day of all our collaborators is established, it is based on Mexican labor standards, having strict adherence to human rights contemplated in the constitution and treaties. hospitalizations.

## POLICY TO PREVENT CHILD LABOR

Due to our economic activity and in compliance with all those international laws and treaties aimed at protecting and safeguarding the rights of minors, it is that in SITRASA, we are strictly prohibited from hiring personnel under 18 years of age, regardless of the area or job.

Likewise, this policy extends to our business partners; For this reason, we reserve the right to enter into commercial agreements with companies and/or business partners that hire minors.

## POLICY OF INCLUSION, NON-DISCRIMINATION AND TO PREVENT HARASSMENT AND VIOLENCE

At SITRASA, we are committed to the prevention and elimination of all forms of discrimination against any person under the terms of Article 1 of the Political Constitution of the United Mexican States,

This policy is intended to promote equal opportunities and treatment; the prevention of workplace violence, and the promotion of a favorable organizational environment, the following are assumed:



## COMMITMENTS

- 1) It is the obligation of all personnel, including area heads, managers and directors, to apply this policy and practice by example;
- 2) Acts of discrimination, exclusion, distinction, restriction or workplace violence are not tolerated, as well as any incident that promotes or is intended to hinder, restrict, prevent, undermine or annul the recognition, enjoyment or exercise of human rights and freedoms ; o actions against the favorable organizational environment;
- 3) Measures are applied to promote equality of opportunity and treatment; the prevention of workplace violence, and the promotion of a favorable organizational environment.
- 4) There is a fair attention procedure, which does not allow retaliation and avoids abusive or unfounded claims, and which guarantees the confidentiality of the cases;
- 5) Awareness actions, information and training programs are carried out;
- 6) Prevention policies and prevention measures are effectively disseminated;
- 7) All employees and business partners participate in establishing and implementing this policy in the workplace;
- 8) The exercise of the rights of personnel to observe their beliefs or practices or to satisfy their needs related to race, sex, religion, ethnicity or age or any other condition that may give rise to discrimination is respected, and
- 9) Spaces for participation and consultation are created, taking into account the ideas of workers and employees.
- 10) Coworkers, bosses, subordinates, visitors, suppliers, customers are treated with kindness and courtesy;
- 11) All cases related to ridicule, mistreatment, discrimination, etc., are dealt with, and if applicable, these are sanctioned;
- 12) In SITRASA, to promote the sense of belonging of the collaborators to the organization, it is emphasized that each and every worker, employee and business partner is important for the workplace, since it cannot function if it is not It has staff from the cleaning staff, through the operational, administrative and even the manager
- 13) They hold meetings with the workers so that everyone has the opportunity to express their doubts, concerns, and complaints related to their work.