



The iidea Company
Premium Agave Products

CODE OF ETHICS FOR SUPPLIERS



Presenting this document has the purpose of announcing rules of conduct and behaviors to which every person that maintains a direct or indirect relation to The iidea Company is subject to **The iidea Company**.



Is a company committed to the healthy coexistence, values, best practices and continue improvement.

The iidea Company will promote with its commercial partners the search for the development of the skills and abilities of its own employees or members.

Suppliers must defend the human rights of workers and treat them with dignity and respect. This applies to all workers, including temporary workers, students, contracted workers, direct employees and any other type of worker. The employment standards that our suppliers must meet for their workers are:

Labor and Social Conditions

Forced labor

The iidea Company encourages our suppliers not to support forced labor, bondage (including debt bondage), long-term contract work or forced labor of people in prison and will not engage in slave labor or trafficking. people. Our suppliers will ensure access to personal documentation (for example, identification issued by the Government, passports or work permits) and to payments to hired workers or labor fees and expenses.

ILA Convention No. 29 on forced labor.

ILA Convention No. 105 on the abolition of forced labor

Child Labor

The iidea Company encourages our suppliers to eliminate child labor in our supply chain, as defined by applicable legislation. We expect our suppliers to support our efforts, which aim to not use these practices wherever they exist in the value chain.

ILA Convention No. 138 on the minimum age for admission to work.

ILA Convention No. 182 worst forms of child labor.

Work hours

The iidea Company encourages our suppliers to comply with all applicable national legislation, referring to work hours and overtime, they will also guarantee a free day for every six days worked.

ILA Convention No. 14 and No. 106 about weekly rest

Wages and benefits

The iidea Company encourages our suppliers to comply with all applicable local and national laws regarding salaries and benefits, must offer equivalent salaries, or that salaries are, at least, comparable with similar companies.

ILA Convention No. 100 equal remuneration.

“ILA” No. 131 fixing minimum wages

Labor Abuse

The iidea Company encourages our suppliers to comply with all applicable local and national laws regarding employee abuse and will not allow hostile or inhumane treatment, including any type of sexual harassment, sexual abuse, corporal punishment, physical coercion or mental or verbal abuse towards workers.

ILA Convention against Torture.

Discrimination

The iidea Company encourages our suppliers not to practice any type of discrimination based on race, color, age, gender, sexual orientation, ethnic origin, different abilities, pregnancy, religion, militancy, politics, union affiliation, marital status; in hiring and in practices related to employment.

United Nations Declaration on the Elimination of All Forms of Racial Discrimination.

Convention Concerning Discrimination in the Matter of Employment and Occupation No. 111

Commitment to Non-Discrimination, Gender Equity and the Economic Empowerment of women and Freedom of Association.

The iidea Company encourages its commercial partners to:

Not to discriminate when employing, compensating, training, promoting, dismissing or retiring for reasons of gender, age, religion, nationality, marital or family status, language, appearance, physical characteristics, disability, health condition, economic condition, social condition, sexual preference, political opinion, racial, ethnic origin, personal convictions and seniority in the company.

Promote a clear policy and a plan to promote gender equity that ensures that both women and men have the ability to access the resources they need to be productive and also the ability to intervene in politics in general and in society. regulatory and institutional environment that shapes their means of lives and their lives.

Allow and enable women to occupy leadership positions in the governance structure, regardless of the status of women in relation to the possession of assets such as land and property.

When women are employed, they will receive equal pay for equal work.

Recognize all women's work rights and be committed to ensuring that women receive full statutory work benefits.

Take into account special health and safety needs for pregnant women and nursing mothers.

Respect the right of all employees to form and join unions of their choice and bargain collectively. Where the union rights and collective bargaining are restricted by law and / or political environment, allow association measures and free and independent negotiation for employees. Ensure that employee representatives are not subject to discrimination in the workplace.

Freedom of association

It will be encouraged to comply with all applicable laws regarding freedom of association and collective bargaining agreement. The rights of workers to associate freely, seek representation and join workers' organizations will be respected, representatives will have the right of access to members in the workplace.

ILA Convention No. 87 Freedom of association and protection of the right to organize.

ILA Convention No. 98 Right to Organize and Collective Bargaining

Laws regulations

It will be encouraged to comply with all laws, rules, regulations and applicable requirements for manufacturing, distribution of the supply chain and in the provision of services to the company.

International, Federal and State regulations. As well as those that are born from private initiative and civil and Government institutions that contribute to the integrity and development of the human being.

Health and security

Suppliers must offer employees a safe and healthy work environment, including appropriate controls, safety procedures, preventive maintenance and protective equipment. The practices must comply with all applicable local and national laws, codes and regulations. They should keep records of training on health and safety, accidents, workplace injuries and emergency evacuations.

ILA Convention No. 155 Health and safety of the environment.

ILA Convention No. 164 Occupational Health and Safety.

Relationship with the suppliers and terms of the negotiations

We strive to ensure that our relations with suppliers are handled with transparency and professionalism, so that we ensure equality of opportunities, in quality standards.

The **iidea Company** promotes among its supplier's compliance with tax and labor responsibilities with the authorities, and therefore recommends that they carry out their activities under the framework of existing laws. The iidea Company will be able to investigate, when it is the case, reports presented by possible illegal or unethical activities of some supplier and to find evidences could result the termination of the commercial relation.

It is prohibited for all employees to send or give gifts to any member of the value chain, at any time of the year, without authorization, to take products without paying or alter the inventory to allocate products for this purpose.

It is important that our collaborators show objectivity and transparency in the management of their work, according to the guidelines: **"Not accept or request gratifications, favors, or special attention from suppliers"** and not for that, decrease the quality of attention and service, or make distinctions or give privileges in exchange for gifts.

We reject any type of act of corruption. Giving or receiving bribes is illegal, it is unethical, so all our transactions must comply with anti-corruption laws issued by the authorities in force in the framework of transparency.

That is why ... for no reason will retaliation be taken when a supplier generates a complaint that violates the above. No disciplinary action will be applied or discriminated against him/ her in any way for providing information about non-compliance by any Social Responsibility collaborator.

The suppliers must strive to carry out their commercial activities in a way that serves the community, its employees and the environment.

This Code of Ethics and Conduct applies to all our suppliers of **The iidea Company** regardless of their position or function.

Finally, any irregularity must be reported to:

iideateescucha@iidea.com.mx and/or general mailbox

The suppliers will always have the support and assurance that their contribution will be confidential and without consequences for him / her, whose complaint will be submitted for the analysis and solution of the case.

We appreciate the participation of all in the application of this Code of Ethics and Conduct in everyday life, hoping that it is a tool for the benefit of all our suppliers and so we reach more and more a step to the excellence and integral development, professional and business.



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