CERTIFICATE

WQS, LLC., accreditation ID#1226 certifies that, having conducted an audit
At **Good Foods SMA SAPI de C.V.**
SITE CODE: 1098718
Km. 6.5 Carretera San Miguel - Dr. Mora, 37700, San Miguel de Allende, Guanajuato
Mexico

Has achieved Grade: **AA+**
Meets the requirements set out in the

GLOBAL STANDARD FOOD SAFETY
ISSUE 9: AUGUST 2022

For the scope of activities: Thermally processed and sterilized, low-acid or acidified products, including vegetables, rice, beans, legumes, cereals, sauces, salsas, dressings, dips, soups, fruits and mole. Packed in glass jars, cans, pouches or PET bottles. Repackaging of grains and cereals in cardboard boxes or flexible packages pouches.

Including additional modules of: None

Exclusions from scope: None

Product categories: 11 - Low/high acid in cans/glass
15 - Dried food and ingredients

Auditor number: 20157

Audit programme: unannounced

Date(s) of audit: December 26, 2025 to December 28, 2025

Date of the last unannounced audit: None

Next audit to be performed within the time period: November 28, 2026 to December 26, 2026 (Announced audit)
or August 26, 2026 to December 26, 2026 (Unannounced audit)

Certificate number: BRC LLC 25031

Certificate issue date: January 12, 2026

Certificate expiry date: February 06, 2027

Tess Burlingame

Authorized by Tess Burlingame

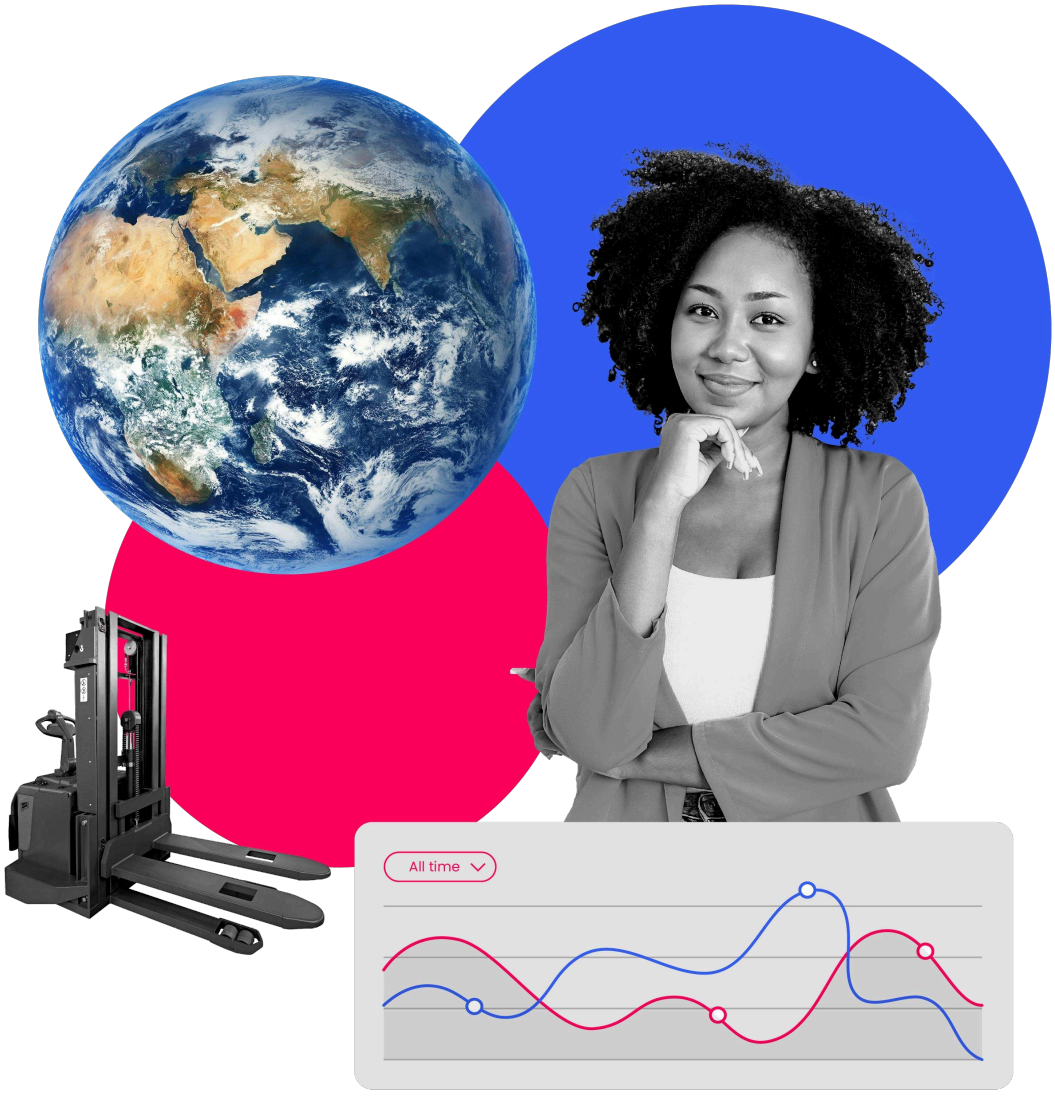
ANAB ANSI National Accreditation Board ACCREDITED ISO/IEC 17065 PRODUCT CERTIFICATION BODY

BRCGS Food Safety CERTIFICATED

SMETA
powered by Sedex

Sedex Members Ethical Trade Audit Report

Version 7



Sedex, 18 St Swithin's Lane, London, EC4N 8AD, United Kingdom

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- 8. Regular employment is provided
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9. No harsh or inhumane treatment is allowed

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Attachments

Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
  - 0. Enabling accurate assessment
  - 1. Employment is freely chosen
  - 1.A. Responsible recruitment and entitlement to work
  - 2. Freedom of association and right to collective bargaining are respected
  - 4. Child labour shall not be used
  - 5. Legal wages are paid
  - 5.A. Living wages are paid
  - 6. Working hours are not excessive
  - 7. No discrimination is practiced
  - 8. Regular employment is provided
  - 8.A. Sub-contracting and homeworkers are used responsibly
  - 9. No harsh or inhumane treatment is allowed
- Health and safety:
  - 3. Working conditions are safe and hygienic
- Environment:
  - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
  - 10.B. Environment 4-pillar
- Business ethics:
  - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

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Findings →

Audit details

Site details

Sedex site reference	ZS406240923	**Site name**	GOOD FOODS SMA SAPI DE CV
Business name	GOOD FOODS SMA SAPI DE CV	**Site address**	Carr. San Miguel Allende a Dr Mora Km 6.5 San Miguel de Allende MX 37700

Audit details

Sedex company reference	ZC406232130	**Auditor company name**	Intertek Mexico
Audit company address	Poniente 134 No 660, Industrial Vallejo, Del. Azcapotzalco, MX, 02300		
Date of audit	2026-04-16	**Audit conducted by**	Juan Rivera
Audit pillars	Labour Standards | Health and safety | Environment 4-Pillar | Business ethics		

Time in and out	Day 1		Day 2	
	In	09:00	In	09:00
	Out	17:00	Out	14:00

Audit type	Periodic
Was the audit announced?	Semi announced

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Findings →

Was the Sedex SAQ available for review?	Yes
Who signed and agreed CAPR?	Omar Zapata Trejo / Human Resources Manager
Any conflicting information SAQ/Pre-Audit Info	No
Is further information available?	No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	No	No
B: Present at the audit?	Yes	No	No
C: Present at the closing meeting?	Yes	No	No
Reason for absence at the opening meeting	The site does not have a union and they also do not have a workers' representative.		
Reason for absence during the audit	The site does not have a union and they also do not have a workers' representative.		
Reason for absence at the closing meeting	The site does not have a union and they also do not have a workers' representative.		

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post–audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	Sample could not be completed due employee's hiring dates and turnover incidences; sample was as follows: 26 records from March 2026 (current month) 24 records from November 2025 (peak month) 24 records May 2025 (non-peak month). The CAPR will be signed digitally, and the acceptance of the CAPR was confirmed with the auditee via email. The semi-announced window of this audit is from April 6 to 24, 2026.

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Auditor team

Lead auditor	Juan Rivera	**APSCA Number**	21703672
Additional auditor	Daniel Hernandez	**APSCA Number**	32401102
Date of declaration	2026-04-17		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Omar Zapata Trejo
Title	Human Resources Manager
Date of declaration	2026-04-17

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Findings →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.A Ensure that all workers understand their ...	Base code	NC ZAF601410629
3. Working conditions are safe and hygienic	3.A Ensure a safe working environment. Put in...	Local law	NC ZAF601410634
	3.B Conduct risk assessments regarding the po...	Local law	NC ZAF601410622
	3.E Provide and record health and safety trai...	Local law	NC ZAF601410631
	3.L Implement effective processes to manage f...	Local law	NC ZAF601410618
	3.L Implement effective processes to manage f...	Local law	NC ZAF601410620
	3.L Implement effective processes to manage f...	Local law	NC ZAF601410621
	3.N Ensure that all hazardous substances (e.g...	Local law	NC ZAF601410619
5. Legal wages are paid	5.B Ensure that workers receive the insurance...	Local law	NC ZAF601410626
	5.G Maintain records to demonstrate that work...	Local law	NC ZAF601410625
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF601410623
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF601410624
6. Working hours are not excessive	6.C Provide workers with at least 24 hours of...	Local law Base code	NC ZAF601410628
8. Regular employment is provided	8.A Provide a written contract or other bindi...	Local law	NC ZAF601410627
	8.H Comply with all other applicable laws tha...	Local law	NC ZAF601410630
	9.C Implement, adopt and communicate to all w...	Local law	NC ZAF601410632

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Management systems →

9. No harsh or inhumane treatment is allowed				
10.B. Environment 4-Pillar	10.B.G Establish resource-use targets and a p...	Base code	NC	ZAF601410633

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Management systems →

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	⚠	ⓘ
3. Working conditions are safe and hygienic	ⓘ	✓	ⓘ	⚠
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	ⓘ	ⓘ
6. Working hours are not excessive	✓	✓	✓	ⓘ
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	✓	✓	✓	ⓘ

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

← Summary of findings

Site details →

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	ⓘ
10.A. Environment 2-Pillar	✓	✓	✓	ⓘ
10.C. Business ethics	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

← Summary of findings

Site details →

Site details

Company and site details

Sedex company reference	ZC406232130	
Sedex site reference	ZS406240923	
Company name	GOOD FOODS SMA SAPI DE CV	
Business ownership type	GOODS	
Site name	GOOD FOODS SMA SAPI DE CV	
Site name in local language	GOOD FOODS SMA SAPI DE CV	
GPS location	**GPS address**	Carr. San Miguel Allende a Dr Mora Km 6.5, San Miguel de Allende, 37700.
	Coordinates	20.944296, -100.673970
Is the worksite in a remote location, far from habitation?	No	
Site contact	**Contact name**	Omar Zapata
	Job title	Human Resources Manager
	Phone number	5558126464
	Email	o.zapata@sanmiguel.me

← Management systems

Worker analysis →

Company and site details

Applicable business and other legally required business license numbers and documents	Employer Tax ID: GFS2009442G1, without expiration date. Business License number: 2311025018X00245, issued on September 24, 2009, and without expiration date. Environmental license: GFS02611861820, issued on May 24, 2004, no expires. Water discharge permit: The sewage service is provided by the Municipal government under contract number: 08GUA121146/12AMDL11 and the bi-monthly payment is performed for the service. Hazardous waste registration: ANS1100300069 / 11/EV-0123/09/20. Name of employer Good Foods SMA SAPI de CV/ register number (social security entity) B4121439102/ number of employees registered 219/ address: SANTA ELENA DE LA CRUZ 6 SAN MIGUEL DE ALLENDE GTO, CP 37700.

← Management systems

Worker analysis →

Site activities

Site function	Factory Processing/Manufacturer Finished Product Supplier	
Site activities	**Primary**	Manufacture of vegetable and animal oils and fats
	Secondary	
	Other	
Product type	Manufacturing of preserves, rice processing, grains, sauce packaging, cleaning of beans (special, corn).	
Process overview	The first process of the site is the reception of raw materials to the warehouse. Once stored, they are divided by Work Order, and their second process is entering the washing process (vegetables, beans, grains, rice). After that, their process is defined, for example: the preparation of sauce, in a machine it is packaged and then returned to the finished product warehouse, it is then labeled and finally shipped. Total production lines: 8 Total machines: 10 (Boilers, Climber, Toyo, Shrink Wrapper, Forklift, Shrink Wrappers, Conveyor Belt, Mill, Sealer, Autoclaves)	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes
What is the area of audited site to its boundary?	15000m²

← Site details

Worker analysis →

Site scope

Building 1	**Last construction works on site**	2009
	If building is shared, provide details	The audited site is not shared with any other company.
	Number of floors	1
	Description of floor activities	There are offices and the operation area on the ground floor, and there are offices on the first level.
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable The site does not provide any form of transportation for workers. It's not a legal requirement.

← Site details

Worker analysis →

Work patterns

Approximate workers on site per month (% of peak)	**January**	90-100%	**February**	80-90%
	March	90-100%	**April**	90-100%
	May	90-100%	**June**	90-100%
	July	90-100%	**August**	90-100%
	September	80-90%	**October**	90-100%
	November	80-90%	**December**	80-90%

Is there any night shift work at the site?	No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	No
Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No The site has not addressed the negative impacts on the human rights, lands, resources, territories, livelihoods, or food security of Indigenous peoples or the local community.
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No A Human Rights Impact Assessment (HRIA) has not been conducted at this site within the last three years.

← Site details

Worker analysis →

Worker analysis

Gender disaggregated data available	Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	48 *(23.6%)*	155 *(76.4%)*	- -	203 *(100%)*

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	48 *(23.6%)*	155 *(76.4%)*	- -	203 *(100%)*
Temporary or fixed term employees	0 -	0 -	- -	0 *(0%)*
Agency or subcontracted workers	0 -	0 -	- -	0 *(0%)*
Seasonal workers	0 -	0 -	- -	0 *(0%)*
Self-employed workers	0 -	0 -	- -	0 *(0%)*
Informal workers including home workers	0 -	0 -	- -	0 *(0%)*
Apprentices, trainees or interns	0 -	0 -	- -	0 *(0%)*

* % of total workforce

← Site details

Worker interviews →

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 *(0%)*
International migrant workers	0 -	0 -	- -	0 *(0%)*
Total migrant workers	0 -	0 -	- -	0 *(0%)*

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from	There are no migrant workers.

Workers by age

	Men	Women	Other	Total
18 - 24 years old	8 *(17.8%)*	37 *(82.2%)*	- -	45 *(22.2%)*
15 - 17 years old	0 -	0 -	- -	0 *(0%)*
Under 15 years old	0 -	0 -	- -	0 *(0%)*

* % of total workforce

← Worker analysis

Worker interviews →

Is the worker analysis data relevant for peak season and current to the audit?	Yes
Please list the nationalities of all workers, with the three most common nationalities listed first	Mexican

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Mexican	24%	76%	-	100%

Workers by remuneration type

	Men		Women		Other		Total	
Workers paid per unit (piece rate)	0	-	0	-	-	-	0	*(0%)*
Workers paid based on a mix of 'piece work' and hourly rate	0	-	0	-	-	-	0	*(0%)*
Workers paid hourly / daily rate	0	-	0	-	-	-	0	*(0%)*
Salaried workers	48	*(23.6%)*	155	*(76.4%)*	-	-	203	*(100%)*

* % of total workforce

← Worker analysis

Worker interviews →

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 *(0%)*
Paid weekly	48 *(23.6%)*	155 *(76.4%)*	- -	203 *(100%)*
Paid monthly	0 -	0 -	- -	0 *(0%)*
Other	0 -	0 -	- -	0 *(0%)*

* % of total workforce

If other payment cycle entered, please provide details	Not applicable.

People in managerial, supervisorial and administrative roles

	Men	Women	Other	Total
Employees in management positions	0 -	0 -	- -	0
Supervisors or team leaders	3 *(50%)*	3 *(50%)*	- -	6
Administrative staff	6 *(60%)*	4 *(40%)*	- -	10

← Worker analysis

Worker interviews →

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	4 groups of 5 workers.
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes

← Worker analysis

Measuring workplace impact →

Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) None
What did the workers like the most about working at this site?	Work atmosphere (e.g. treatment by supervisors)
Additional comments	26 employees selected for interview including 23 female and 3 male employees, they were interviewed as 4 groups of 5 some mixed groups and some single sex and the balance of 6 employees were interviewed individually. During the review, one member of the management staff was interviewed, and two additional interviews were conducted. The employees were assured of confidentiality, and they spoke freely of their views of the factory. All employees said they were satisfied with their employment at the factory, and they were satisfied with the current wages which in their view were in line with wages in the locality but with better benefits. They felt free to leave this employer and understood the notice period required. They had good relationships with their supervisors and managers who treated them with respect. They were able to make suggestions to their supervisors and team leaders. There was no union o workers' committee so no additional worker was interviewed.
Attitude of workers' committee/union representatives	There is no union ir workers committee.
Attitude of managers	The management was present throughout the audit, attending to each one of the protocol requirements. From the first moment they showed a very good attitude and were always willing to help the audit team with any questions.

← Worker analysis

Measuring workplace impact →

Workers interviewed by type

	Total
Permanent workers	24
Temporary or fixed-term employees	0
Agency or subcontracted workers	2
Seasonal workers	0
Other workers	0
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	2	18	-	20
Workers interviewed individually	1	5	-	6

← Worker analysis

Measuring workplace impact →

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

← Worker interviews

Measuring workplace impact →

Measuring workplace impact

Gender disaggregated data available	Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	2.0%	7.0%	-	9.0%
Last full calendar year (2025)	12.0%	22.0%	-	34.0%
Previous full calendar year (2024)	7.0%	20.0%	-	27.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.0%	1.11%	-	2.11%
Last full calendar year (2025)	1.0%	1.15%	-	2.15%
Previous full calendar year (2024)	1.0%	1.34%	-	2.34%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded?	No During the last twelve months, no accidents involving workers have been observed.

← Worker interviews

Code area 0 →

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%

← Worker interviews

Code area 0 →

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

← Measuring workplace impact

Code area 0 →

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	0.A All audit process was conducted without obstruction to all requested documents, interviewees and the facility itself. 0.B Ethics Code implemented 0.C SAQ available 0.D The facility has a person designated to implement standards on Human Rights: Omar Zapata / Human Resources Manager. Evidence Equal Opportunity Policy Ethics code SAQ

← Measuring workplace impact

Code area 1 →

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were any external stakeholders such as consultants, customer representatives, industry experts etc. present during the audit?	No

← Code area 0

Code area 1 →

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 0

Code area 1.A →

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems Based on the current system there is available the code of ethics associated with the freely chosen employment which is aligned to the local law requirements. According to the procedures implemented workers are free to leave the workplace without penalizations and based in the satisfactory evidence verified there are no cases of threats, coercion, physical abuse, violence, harassment, or any type of inhuman treatment at the facility. 2) Resources: Grade: Robust Management Systems The responsibility for monitoring legal and client requirements lies with the Human Resources Manager. Both the organizational chart and the job description confirm that this role possesses the necessary authority and skills to ensure regulatory compliance and adherence to agreed-upon standards. 3) Communication and Training: Grade: Robust Management Systems There is an internal training system in which is established the frequency of the trainings, the identification of the training needs, and the recording system to monitoring the effectiveness of the training provided to the workers through the internal evaluations at the end of the course. The company provides ongoing training every 6 months to provide information on manuals and policies, which are also posted in different areas of the company. 4) Monitoring: Grade: Robust Management Systems The company has an implemented monitoring system, a document preparation and control manual where updates to its policies and procedures are tracked, and additionally, periodic monitoring of employee files is carried out.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 0

Code area 1.A →

Systems and evidence examined to validate this code section	Current Systems: 1. The facility developed the Employment Equality and Non-Discrimination Policy / PO-RH-06, that includes a statement regarding Freely Chosen Employment and although it is not legally required, they have a modern slavery statement. 2. The use of the CCTV is focused on security measures. 3. The hiring procedure establishes that only copies are kept in the employee files. 4. According with employees and Internal rules employees are free to resign at any time. 5. All employees receive wages on a weekly basis. 6. The company does not have a loan, deposit, bonds or withhold payments system in place. 7. Wages are paid according to the legal minimum wage. 8. No prison labor is used on site. 9. Management does not require payment for work tools, PPE, uniform, or training, as per Mexico Federal Labor Law. Evidence examined: 1. Management interview. 2. Worker interviews. 3. Personnel files. 4. Resignation records. 5. Ethics Code (PO-RH-10) 6. Hiring Procedure (PO-RH-02) 7. CCTV on site. 8. Internal Rules.

← Code area 0

Code area 1.A →

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

← Code area 1

Code area 1.A →

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 1

Code area 2 →

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems Based on the current system there is available the hiring policy and procedure associated with responsible recruitment which are aligned to the local law requirements. According to the procedures implemented there are no prohibited fees for workers, and the employment terms and conditions are communicated to the workers through the individual contracts signed. 2) Resources: Grade: Robust Management Systems The responsible assigned to follow up all the legal and customer requirements is the Human Resources Manager. The organization chart and job description of the person responsible assigned demonstrate that the skills and authorities required are addressed to ensure the proper monitoring of the legal and customer requirements. 3) Communication and Training: Grade: Robust Management Systems There is an internal training system in which is established the frequency of the trainings, the identification of the training needs, and the recording system to monitoring the effectiveness of the training provided to the workers through the internal evaluations at the end of the course. The internal training program is reviewed each six months; according to records, sessions on relevant topics are held on this basis. In accordance with the established system, the program covers all elements of the developed social compliance system. All contracts are provided to the workers. Some boards are available around the site with information about hiring. 4) Monitoring: Grade: Robust Management Systems The company has an implemented monitoring system, a document preparation and control manual where updates to its policies and procedures are tracked, and additionally, periodic monitoring of employee files is carried out.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 1

Code area 2 →

Systems and evidence examined to validate this code section	Current Systems: 1. According to the Hiring Procedure, employee files contain Mexican ID´s and Birth certificate. All employees had the legal right to work in this region. 2. All employees receive a copy of their individual contracts. 3. All direct employees were recruited directly by the facility. 4. No recruitment fees or costs were identified during the audit. 5. Per documents review, factory management representation and employee interview, all employees in the factory were Mexican, no migrant employees from other countries were noted in the facility. 6. No foreign employee was used by the factory. 7. The youngest employee found in the sample was 20 years old. Evidence examined: 1. Site tour. 2. Management interview. 3. Worker interviews. 4. Personnel files: 26. 5. Worker contracts: 26. 6. Ethics Code (PO-RH-10) 7. Hiring Procedure (PO-RH-02)

← Code area 1

Code area 2 →

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site?	No

← Code area 1.A

Code area 2 →

Percentage of workers that are migrant	0%
Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Have any workers who started at this site in the last 12 months (new workers) paid any recruitment fees or associated costs, such as visas or travel, which have not been fully repaid?	No - there are no new workers

← Code area 1.A

Code area 2 →

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 1.A

Code area 3 →

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems The facility maintains a robust framework through the Ethics Code and the Freedom of Association policy. These documents formally guarantee the right of all employees to freely join organizations of their choice (trade unions, political, or religious) without fear of reprisals or penalties. 2) Resources: Grade: Robust Management Systems The local responsible for implementing Human Resources policies and executing procedures is the Human Resources Manager. 3) Communication and Training: Grade: Fundamental Improvements Required The policies are available and posted in the common areas, however, The workers are unaware of the freedom of association policy and there is no evidence of training and instruction on it. 4) Monitoring: Grade: Some Improvements Recommended The facility performs periodically checks focus on the Labor practices, however, there was no evidence that freedom of association policies and procedures were constantly monitored.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.A Ensure that all workers understand their ...	Base code	NC ZAF601410629

← Code area 1.A

Code area 3 →

Systems and evidence examined to validate this code section	Current Systems: 1. The facility developed a Freedom of Association policy PO-RH-13. that states Freedom of association, to ensure the legal rights in relation to trade unions, collective bargaining agreements and worker committees are respected. 2. There is no Union in place. 3. There is no Workers' Committee in place. Evidence examined: 1. Freedom of Association policy PO-RH-13 2. 26 labor contracts. 3. Internal Rules.

← Code area 1.A

Code area 3 →

Findings: non-compliances

ZAF601410629

Non-compliance

Due 2026-06-03

Code area

2 Freedom of association and right to collective bargaining are respected

Workplace requirement

2.A Ensure that all workers understand their legal rights in relation to trade unions, collective bargaining agreements and worker committees.

Issue title

117 - Workers are not informed of their rights to join or form a worker committee/trade union or to bargain collectively (or refrain from doing so) free from retaliation.

Description

During the document review, it was noted that the company has a Freedom of Association policy PO-RH-13; however, there is no documentary evidence that the workers are aware of it, and during interviews it was confirmed that the workers are unaware of the policy information.

Durante la revisión documental se notó que la empresa cuenta con una politica de Libertad de Asociación PO-RH-13, sin embargo, no hay evidencia documental de que los trabajadores la conozcan y durante entrevistas se confirmo que los trabajadores no tienen conocimiento de la información de la politica.

Corrective and preventative actions

Please communicate the Freedom of Association policy. Root Cause: Lack of dissemination of the policy.

Por favor comunique la politica de Libertad de Asociación. Causa Raíz: Falta de difusión de la politica.

Evidence

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

← Code area 2

Code area 3 →



GOOD FOODS SMA SAPI DE CV
POLITICA DE LIBERTAD DE ASOCIACION Y NEGOCIACION COLECTIVA

AREA: ADMINISTRACIÓN	DEPARTAMENTO: RECURSOS HUMANOS	Página 1 de 7
EDICIÓN No. 01	FECHA DE REVISIÓN: Noviembre 2021	CÓDIGO: PO-RH-03
	PRÓXIMA REVISIÓN: Noviembre 2022	

POLÍTICA DE LIBERTAD DE ASOCIACIÓN Y NEGOCIACIÓN COLECTIVA

Preámbulo

GOOD FOODS SMA, S.A.P.I. DE C.V., es una empresa mexicana, apegada a los más altos estándares internacionales y que reconoce a todos sus trabajadores como esenciales, razón por la cual reflejarse el derecho a la libertad de asociarse libremente para constituir agrupaciones permanentes, encaminadas a la consecución de sus fines comunes.

Da tal forma, se compromete a respetar la libertad de asociación, establecida en el artículo 20 de la *Declaración Universal de los Derechos Humanos*, en los siguientes términos:

- Toda persona tiene derecho a la libertad de reunión y de asociación pacíficas.
- Nadie podrá ser obligado a pertenecer a una asociación.

Objetivo

El objetivo de esta Política es garantizar, reconocer y respetar el derecho de los trabajadores de asociarse libremente y negociar colectivamente, a través de:

- Garantizar a todos los trabajadores que pueden constituir o afiliarse a una organización, a su elección, sin temor a sufrir represalias.
- Poner a disposición de los representantes de los trabajadores las instalaciones apropiadas para facilitar los requerimientos solicitados.

Alcance y ámbito de acción

Los lineamientos establecidos en la Política de Libre Asociación son aplicables a todos los trabajadores de **GOOD FOODS SMA, S.A.P.I. DE C.V.**, quienes deberán conocer, comprender y cumplir con estas directrices.

Gerencia de Recursos H.	Comité de Seguridad e Inocuidad Alimentaria	Dirección de Planta Lic. Alejandro Madrazo P.
Elaboró Noviembre 2021	Revisó Noviembre 2021	Autorizó Noviembre 2021

[FREEDOM OF ASSOCIATION POLICY_page-0001.jpg]



GOOD FOODS SMA SAPI DE CV
POLITICA DE NO TRABAJO INFANTIL

AREA: RECURSOS HUMANOS	DEPARTAMENTO: RECURSOS HUMANOS	Página 2 de 7
EDICIÓN No. 01	FECHA EMISIÓN: MAYO 22	CÓDIGO:
	PRÓXIMA REVISIÓN: MARZO 2022	PO-RH-08

La difusión de esta Política debe ser realizada a todos los trabajadores y que la Política sea conocida y respetada por sus equipos de trabajo y todos los trabajadores miembros de su organización.

PLANC. 1 Cumplimiento General/Libertad de Asociación
Good Foods, S.A.P.I. de C.V. cumplirá con las leyes, normas y procedimientos nacionales sobre la libertad de asociación y negociación colectiva; reconoce el derecho de los trabajadores a constituir asociaciones en la forma que estimen conveniente, sin autorización previa y sin más restricciones que las que impone la ley, para la promoción y defensa de sus intereses económicos, culturales, sociales y deportivos.

PLANC.2 Derecho de Asociarse Libremente
Los trabajadores, sin distinción alguna, tendrán el derecho a establecer o unirse a organizaciones de su elección, sujetos únicamente a las reglas de la organización en cuestión, sin previa autorización.

PLANC.3 Restricción Legal/Medios Alternativos
Cuando el derecho a la libertad de asociación y negociación colectiva se prohíba por ley, Good Foods, S.A.P.I. de C.V. no impedirán los medios alternativos legales de asociación de trabajadores.

PLANC.4 Violencia Anti-Sindical/Acoso o Abuso
PLANC.4.1 Good Foods, S.A.P.I. de C.V. no usarán forma alguna de violencia física o psicológica, amenazas, intimidación, represalias, acoso o abuso contra los representantes sindicales y trabajadores que buscan formar o unirse a una organización de su elección.

PLANC.4.1.1 Estas prácticas no se utilizarán en contra de las organizaciones de trabajadores o trabajadores que participan en, o tienen la intención de participar en actividades sindicales, incluyendo huelgas.

PLANC.5 Discriminación Anti-Sindical/Despido, Otra Pérdida de Derechos y Uso de Listas Negras
PLANC.5.1 Good Foods, S.A.P.I. de C.V. no cometerán actos de discriminación anti-sindical o represalias, es decir, no tomarán decisiones sobre el empleo que afecten negativamente a los trabajadores basadas únicamente o en parte en la

[FREEDOM OF ASSOCIATION POLICY_page-0002.jpg]



GOOD FOODS SMA SAPI DE CV
POLITICA DE NO TRABAJO INFANTIL

AREA: RECURSOS HUMANOS	DEPARTAMENTO: RECURSOS HUMANOS	Página 3 de 7
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membresía o participación del trabajador en actividad sindical, incluyendo la formación de un sindicato, empleo anterior en plantas sindicalizadas, participación en el proceso de negociación colectiva o participación en una huelga legal.

PLANC.5.1.1 Las decisiones sobre el empleo incluyen: contratación; terminación; seguridad de trabajo; compensación; ascenso; descenso; transferencia; entrenamiento (vocacional); disciplina; y asignación de trabajo y condiciones laborales incluyendo horarios, descansos y seguridad ocupacional y medidas de salud.

PLANC.6 Compromiso
GOOD FOODS SMA SAPI DE CV se compromete a respetar el derecho de los trabajadores de asociarse, organizarse de forma legal y pacífica. No interferirá con la libertad de asociación ni con la libertad de expresión de los trabajadores. En ese sentido, de garantiza la igualdad de trato de todas las organizaciones entre ellas y en relación con la Empresa.

Las organizaciones de los trabajadores tienen el derecho a elegir a sus representantes y a conducir sus actividades sin intervención o ingerencia de la Compañía.

Para tal efecto, le asignará a la Gerencia de Recursos Humanos la responsabilidad de velar que se comunique, implemente y supervise la presente Política.

PLANC.7 Procedimiento de ejecución de la política
PLANC.7.1 Formación y capacitación.
GOOD FOODS SMA SAPI DE CV publica la Política de Libre Asociación para que su contenido sea conocido por todos los trabajadores de la Empresa, desarrollando incentivos para impulsar el conocimiento de esta, apoyando además iniciativas internacionales como la Declaración Universal de los Derechos Humanos y las capacitaciones específicas sobre esta tema.

PLANC.8 Implementación y control
GOOD FOODS SMA SAPI DE CV se compromete a entregar los recursos necesarios para implementar la Política de Libre Asociación y controlar su aplicación. De igual manera, se compromete a que la normativa interna sea coherente con los lineamientos de esta Política.

[FREEDOM OF ASSOCIATION POLICY_page-0003.jpg]



GOOD FOODS SMA SAPI DE CV
POLITICA DE NO TRABAJO INFANTIL

AREA: RECURSOS HUMANOS	DEPARTAMENTO: RECURSOS HUMANOS	Página 4 de 7
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Es importante establecer que:

Cualquier trabajador que haya experimentado o haya sido testigo de un acto de discriminación por hacer uso de la libertad de asociación tiene el derecho de reportar dicha situación a su jefe directo o directamente a la Gerencia Recursos Humanos.

GOOD FOODS SMA SAPI DE CV investigará toda violación a esta Política. Si el resultado de la investigación confirma un incumplimiento, y aplicará las sanciones establecidas en el Reglamento Interno de Trabajo.

PLANC.9 Consulta y notificación
GOOD FOODS SMA SAPI DE CV posee canales de comunicación y procedimientos internos que permiten verificar y controlar el cumplimiento de esta Política y canalizar las consultas relativas a su contenido e implementación.

Los trabajadores podrán poner en conocimiento, de manera confidencial y/o anónima si lo requieren, cualquier incumplimiento observado a los compromisos publicados en esta Política.

Para lo anterior, podrán dirigirse a los canales de denuncias establecidos, entre los cuales se encuentran:

Buzón área de comedor

Correo avisos.theme@gmail.com

Marco Legal
- Constitución Política de los Estados Unidos Mexicanos (Arts. 107 y 123 apartado A)
- Ley Federal del Trabajo (Arts. 2, 357, 359 y 371)
- Convenio 87 de la OIT, Libertad Sindical y Protección al Derecho a Organizarse
- Convenio 98 de la OIT, Derecho a Organizarse y Negociar Colectivamente
- Capítulo 23 de T-MEC / (Capítulo Laboral)
- Anexo 23-A de T-MEC

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GOOD FOODS SMA SAPI DE CV
POLITICA DE NO TRABAJO INFANTIL

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Atentamente
Dirección General

[FREEDOM OF ASSOCIATION POLICY_page-0005.jpg]

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

← Code area 2

Code area 3 →

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are there alternative worker representative bodies in place?	None
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Not Applicable
Are the worker representatives freely elected by the workforce as a whole?	Not Applicable
Does union/worker committee membership reflect the gender composition of the workforce?	Not Applicable
Does the membership reflect the nationality composition of the workforce?	Not Applicable

← Code area 2

Code area 3 →

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

← Code area 2

Code area 3 →

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required

← Code area 2

Code area 4 →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Grade: Some Improvements Recommended The site has documented policies and procedures that are properly communicated to internal and external stakeholders for the section of Working conditions are safe and hygienic. Likewise, the corresponding studies have been carried out in accordance with the risks identified on-site, which are currently in effect as of today, however, it was observed that the site does not have a documented analysis considering what should be included in the diagnosis and occupational health and safety program to raise awareness, monitor, and implement actions to mitigate the risk for people in standing positions. 2) Resources: Grade: Robust Management Systems The company has a Health and Safety Head who oversees site conditions; however, he has good understanding of current local regulations to ensure compliance, particularly with regard to the assessments required by the program and the supervision of activities delegated to the team. 3) Communication & Training: Grade: Some Improvements Recommended The site has an internal training program where the courses required to carry out safe operations in this section are established and monitored for annual compliance, as well as to evaluate the skills and competencies of each worker. However, it was observed that for the training of the safety and hygiene committee, the site conducted its last training in 2023, knowing that this training should be conducted annually. 4) Monitoring: Grade: Fundamental Improvements Required The organization has a system of periodic safety inspections, they conduct tours every 3 months to validate that the conditions are safe for the workers. However, it was found that there are no smoke detectors in the welding area, maintenance, and the chemical storage. Additionally, the site does not have enough fire extinguishers to adequately cover the area in case of a fire emergency. And also it was noted that the company identified personnel exposed to traumatic events on February 18, 2026 and there is no follow-up or actions have yet been taken for those 20 employees who were exposed to traumatic events according to the internal assessment.

← Code area 2

Code area 4 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.A Ensure a safe working environment. Put in...	Local law	NC ZAF601410634
	3.B Conduct risk assessments regarding the po...	Local law	NC ZAF601410622
	3.E Provide and record health and safety trai...	Local law	NC ZAF601410631
	3.L Implement effective processes to manage f...	Local law	NC ZAF601410618
	3.L Implement effective processes to manage f...	Local law	NC ZAF601410620
	3.L Implement effective processes to manage f...	Local law	NC ZAF601410621
	3.N Ensure that all hazardous substances (e.g...	Local law	NC ZAF601410619

← Code area 2

Code area 4 →

Systems and evidence examined to validate this code section	General Health and Safety management Rodolfo Quintero (Health and Safety Coordinator) has been appointed to Health & Safety on the site. Potable water is freely available in all areas. Sufficient clean toilets segregated by gender are always available to workers. The temperature is adequate for the production processes. Minutes of meetings show that there are quarterly meetings between workers and the H&S manager, and each point is acted on. There are 29 fire extinguishers available. However, there is a finding due the NOM 002 STPS 2010, requires at least one extinguisher for every 200 m², due to the dimensions of the site at least 75 extinguishers are required. There is a fire alarm system at the facility with 6 activation points distributed around the facility. There are 20 smoke detectors. There are 5 emergency exits. There were at least 4 evacuation routes from each work area, and these were clearly marked. Firefighting equipment is adequate, and checks are up to date. Fire drills are organized and recorded every 6 months covering all shifts and employees. However, the site has exceeded the evacuation time of its last fire drill, surpassing the 3 minutes established by regulation. All electrical equipment is maintained in good condition such as sockets, plugs, switches and main fuse boards. The lighting assesmente was made for AESA AMBIENTAL also found the compliance in all areas at the site. All chemicals are correctly labelled. Material Safety Data Sheets are available and there are hazard diagrams on any chemicals which need careful handling. Workers in the chemical store confirmed that they had been trained in correct handling procedures as well as what to do in an emergency. The assessment of workplace environmental pollution was carried out by "Servicios de Seguridad y Ambiente HF. " in accordance with NOM-010-STPS-2014, having a good understanding of the 31 hazardous chemical substances, their evaluation, and how often they should be re-examined to control the hazard of each substance. There are adequate first aid kits in each production area, and they are well stocked. There are 5 first aider's and Health and Safety Coordinator has tools to address any health emergency that may arise with the workers in his office. There is a finding, it was observed that the site does not have a hazardous waste storage area. There is a designated area outside the production area, but it does not meet any of the safety measures required to formalize a hazardous waste storage area. The audited party mentioned that they will adapt that place to make it a hazardous waste storage area. Evidence:

← Code area 2

Code area 4 →

1. Health and safety committee minutes. The last update of the integration minute was performed on March 3, 2026. The last verification tour was performed on October 27, 2025, and quarterly inspections were performed by the Health and Safety Commission.
2. Regular trainings are provided to the workers and the topics included are: Safety Welding and Cutting Jobs, RAMC931210LH6-0005, 13/03/2026 Claudia Ramírez. Harmonized System, Communication and Risks of Hazardous Chemicals, RAMC931210LH6-0005, 03/19/2026 Claudia Ramírez. Forklift Operation, RAMC931210LH6-0005, 03/11/2026 Claudia Ramírez. Safety Protection System in Machinery and Equipment, RAMC931210LH6-0005, 03/16/2026, Claudia Ramírez. Technical, legal and safety aspects of Pressure Vessels. RAMC931210LH6-0005, 17/03/2026, Claudia Ramírez. Personal Protection Team, RAMC931210LH6-0005, 03/23/2026, Claudia Ramírez.
Electrical Installations and Static Electricity, RAMC931210LH6-0005, 18/03/2026, Claudia Ramírez.
NOM 035-STPS-2018, RAMC931210LH6-0005, 09/03/2026, Claudia Ramírez. Manual Load Handling Work, RAMC931210LH6-0005, 03/25/2026, Claudia Ramírez.
FO-RH-02-01, Work at heights, 01/12/2025, 9 people, Germán López.
3. Fire equipment maintenance records. Last maintenance was performed March 26, 2026.
4. Last fire drill report performed on January and July, 2025 (Earthquake emergency with fire drill), and according to the emergency drill program at least two drills are programmed to be performed annually covering all shifts on site.
5. Chemical list and MSDS for each chemical. The chemicals handled at the facility are food-grade oil, cleaning product, sodium bisulfate, acetic acid.
6. Risk assessments performed: Noise exposure assessment (performed on March 4, 2026), lighting assessment (performed on March 4, 2026), Physical Grounding Assessment in accordance with the NOM-022-STPS-2015 standard. (performed on February 25, 2026), Recognition, evaluation, and control of chemical agents contaminating the work environment, Official Mexican Standard NOM-010-STPS-2014. (performed on January 20, 2026).
7. Based on the risks identified the personal protective equipment includes, security shoes, earplugs, uniforms, gloves, cap and face mask, and is renewed when is required following the standard requirements.

← Code area 2

Code area 4 →

Findings: non-compliances

ZAF601410634

Non-compliance

Due 2026-07-03

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.A Ensure a safe working environment. Put in place adequate controls to prevent accidents and injury (including long-term injury) to health arising out of, associated with, or occurring in the course of work.

Issue title

318 - Inadequate/isolated failure in conducting medical examinations or occupational health checks, including disease checks, of workers in hazardous situations(e.g. exposed to noise or dust) or working with hazardous substances (e.g. chemicals and pesticides)

Description

During the document review, it was noted that the company identified personnel exposed to traumatic events on February 18, 2026; however, no follow-up or actions have yet been taken for those 20 employees who were exposed to traumatic events according to the internal assessment.

Durante la revisión documental se notó que la empresa realizó la identificación de personal expuesto a eventos traumaticos el 18 de Febrero del 2026, sin embargo aun no se ha dado seguimiento y acciones para aquellos 20 empleados que fueron expuestos a eventos traumáticos de acuerdo con la evaluación interna.

Corrective and preventative actions

Please follow up with personnel exposed to traumatic events. Root Cause: Lack of internal updates to the audit protocol.

Por favor dar seguimiento al personal expuesto a eventos traumaticos. Causa Raíz: Falta de actualización interna del protocolo de auditoría.

Status

Open*

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

Local law reference

Mexican Official Norm, NOM-035-STPS-2018, 5.6. Carry out medical examinations and psychological evaluations for workers exposed to workplace violence and / or psychosocial risk factors, when there are signs or symptoms that indicate any alteration to their health and the result of the identification and analysis of psychosocial risk factors, to referred to in numeral 7.1 and 7.2 of this Standard, as suggested and / or there are complaints of workplace violence through the mechanisms referred to in numeral 8.1, paragraph b) of this Norm.
Medical examinations and psychological evaluations may be carried out through the social or private security institution, doctor, psychiatrist or psychologist of the workplace, as appropriate, and must be carried out in accordance with the provisions of the official Mexican regulations issued by the Ministry of Health and / or the Ministry of Labor and Social Welfare, and in the absence of these, those indicated by the social or private security institution, or the workplace doctor, who provides the medical service.

Norma Oficial Mexicana, NOM-035-STPS-2018, 5.6. Practicar exámenes médicos y evaluaciones psicológicas a los trabajadores expuestos a violencia laboral y/o a los factores de riesgo psicosocial, cuando existan signos o síntomas que denoten alguna alteración a su salud y el resultado de la identificación y análisis de los factores de riesgo psicosocial, a que se refiere el numeral 7.1 y 7.2 de esta Norma, así lo sugiera y/o existan quejas de violencia laboral mediante los mecanismos a que alude el numeral 8.1, inciso b) de la presente Norma.
Los exámenes médicos y evaluaciones psicológicas podrán efectuarse a través de la institución de seguridad social o privada, médico, psiquiatra o psicólogo del centro de trabajo, según corresponda, y deberán efectuarse de conformidad con lo establecido por las normas oficiales mexicanas que al respecto emitan la Secretaría de Salud y/o la Secretaría del Trabajo y Previsión Social, y a falta de éstas, los que indique la institución de seguridad social o privada, o el médico del centro de trabajo, que le preste el servicio médico.

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ZAF601410622

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Status

Open*

← Code area 3

Code area 4 →

Workplace requirement

3.B Conduct risk assessments regarding the potential hazards arising from work. The risk assessment shall be updated whenever processes change and reviewed at regular intervals.

Issue title

152 - Health and safety risk assessment conducted, but not suitable, sufficient and/or documented

Description

During the document review of the section on provisions regarding work risk factors to guaranty the right to rest during the workday for people
workers in standing positions in the service sectors, commerce, similar workplaces, and industrial establishments, it was observed that the site does not have a documented analysis considering what should be included in the diagnosis and occupational health and safety program to raise awareness, monitor, and implement actions to mitigate the risk for people in standing positions.

Durante la revisión documental del apartado de disposiciones sobre los factores de riesgos de trabajo para garantizar el derecho al descanso durante la jornada laboral de las personas trabajadoras en bipedestación en los sectores de servicios, comercio, centros de trabajo análogos y establecimientos industriales, se observo que el sitio no cuenta con un análisis documentado considerando lo que debe incluirse en el diagnóstico y programa de seguridad y salud en el trabajo para concientizar, monitorear e implementar acciones para mitigar el riesgo de las personas en bipedestación.

Corrective and preventative actions

There is no risk analysis for individuals in a standing position. // Please document the risk analysis for standing and implement the necessary measures to monitor, raise awareness, and reduce the health risk to workers in standing positions.

No se cuenta con un análisis de riesgo para las personas en bipedestación. // Favor de documentar el análisis de riesgo de bipedestación y aplicar las medidas correspondientes para monitorear, concientizar y disminuir el riesgo a la salud de los trabajadores en bipedestación.

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

Local law reference

FEDERAL LABOR LAW
Article 132.- The obligations of employers are:
V.- Maintain a sufficient number of seats or chairs available for workers in commercial establishments
commercial establishments, offices, hotels, restaurants, and other similar workplaces. The same arrangement will
will be observed in industrial establishments when the nature of the work permits it;
PROVISIONS ON WORK RISK FACTORS TO GUARANTY THE RIGHT TO REST DURING THE WORKING DAY FOR WORKERS IN BIPEDALISM IN THE SERVICE, TRADE, SIMILAR WORKPLACES, AND INDUSTRIAL ESTABLISHMENTS SECTORS.
These provisions are mandatory for all workplaces in the national territory that have workers performing tasks or activities in
standing during their workday in the service, commerce, and similar sectors, and when the nature of the work permits, in industrial establishments. (Second)
1. Analysis of point A. 2. Technical-administrative measures of point G. 3. There is evidence of reports to workers in standing positions about the risks
to which they are exposed and the preventive measures implemented in the workplace, point H.
4. There is evidence of the referral of individuals who suffer from standing risks to medical attention. (Point J).

LEY FEDERAL DEL TRABAJO
Artículo 132.- Son obligaciones de los patrones:
V.- Mantener el número suficiente de asientos o sillas a disposición de los trabajadores en las casas
comerciales, oficinas, hoteles, restaurantes y otros centros de trabajo análogos. La misma disposición se
observará en los establecimientos industriales cuando lo permita la naturaleza del trabajo;
DISPOSICIONES SOBRE LOS FACTORES DE RIESGOS DE TRABAJO PARA GARANTIZAR EL DERECHO AL DESCANSO DURANTE LA JORNADA LABORAL DE LAS PERSONAS TRABAJADORAS EN BIDIPESTACIÓN EN LOS SECTORES DE SERVICIOS, COMERCIO, CENTROS DE TRABAJO ANÁLOGOS Y ESTABLECIMIENTOS INDUSTRIALES.
Las presentes disposiciones son obligatorias para todos los centros de trabajo del territorio nacional que cuenten con personas trabajadoras que realicen tareas o actividades en bipedestación durante su jornada laboral en los sectores de servicios, comercio y análogos, y cuando lo permita la naturaleza del trabajo, en los establecimientos industriales. (Segunda)
1.Análisis del punto A.
2.Medidas técnico-administrativas del punto G.
3.Existen evidencia de informes a las personas trabajadoras en bipedestación sobre los riesgos a los que se exponen y las medidas de prevención implementadas en el centro de trabajo, punto H.
4.Existen evidencias de canalización de las personas que sufren riesgos de bipedestación a atención médica. (Punto J).

← Code area 3

Code area 4 →

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ZAF601410631

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.E Provide and record health and safety training to all new workers, prior to exposure to risks. Provide continued training to existing workers, as appropriate for the hazards and levels of risk identified.

Issue title

163 - No/inadequate health and safety training provided to workers in relation to processes (including handling hazardous substances e.g. chemicals and pesticides) unlikely to cause serious injury or death - systemic

Description

During the document review of the skill certificates, it was observed that the site last trained the members of the safety and hygiene committee in 2023. The NOM-019-STPS-2015 standard mentions that they should be trained at least once a year.

Durante la revisión documental de las constancias de habilidades, se observo que el sitio capacito por ultima vez a los integrantes de la comisión de seguridad e higiene en el año 2023, la norma NOM-019-STPS-2015 nos menciona que se deben capacitar al menos 1 vez al año.

Corrective and preventative actions

Root Cause: The commission has not been trained since 2023. // Corrective Action: Please train and generate the DC-3 for the members of the safety and hygiene committee.

Causa Raíz: No se ha capacitado a la comisión desde el 2023. // Acción Correctiva: Favor de capacitar y generar la DC-3 a los integrantes de la comisión de seguridad e higiene.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

Local law reference

7. Mexican Official Norm NOM-019-STPS-2015, 11.1 The training and coaching should be provided to all employees involved in the handling of hazardous chemicals and mixtures; to the members of the safety and hygiene commission, and to those employees who have some type of action in case of emergency:
a) At least once a year;
b) Each time a new hazardous chemical and mixture is included, and
c) When updating the safety data sheet and the signaling.

Norma Oficial Mexicana NOM-019-STPS-2015, 11.1 La capacitación y adiestramiento se deberá proporcionar a todos los trabajadores involucrados en el manejo de sustancias químicas peligrosas y mezclas; a los integrantes de la comisión de seguridad e higiene, y a aquellos trabajadores que tenga algún tipo de actuación en caso de emergencia:
a) Por lo menos una vez al año;
b) Cada vez que se incluya una nueva sustancia química peligrosa y mezcla, y
c) Cuando se actualice la hoja de datos de seguridad y la señalización.

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ZAF601410618

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.L Implement effective processes to manage fire safety including, but not limited to, accessible evacuation routes, a fire detection system, fire fighting/suppression equipment, training and regular drills covering all shifts and warning systems.

Issue title

195 - Emergency notification system (e.g. fire alarm) is not set up to notify all workers at the site, including on multiple floors

Description

During the tour of the facilities, it was found that the site does not have smoke detectors in the welding area, maintenance, and the chemical storage. The audited party provided evidence of the purchase of the detectors and the study where they will be installed.

Durante el recorrido por las instalaciones, se detecto que el sitio, no cuenta con detectores de humo en el área de soldadura, mantenimiento y el almacén de sustancias químicas. El auditado mostro evidencia de la compra de los detectores y el estudio donde se colocaran.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

Corrective and preventative actions

Root Cause: Smoke detectors are already installed in the Safety and Hygiene office, but they have not yet been placed in the welding, maintenance, and chemical storage areas. // Corrective Action: Please install smoke detectors in the welding, maintenance, and chemical storage areas.

Causa Raíz: Se cuenta ya con los detectores de humo en la oficina de Seguridad e Higiene pero aún no se han colocado en las áreas de soldadura, mantenimiento y el almacén de sustancias químicas. // Acción Correctiva: Favor de colocar los detectores de humo en las áreas de soldadura, mantenimiento y el almacén de sustancias químicas.

Local law reference

Mexican Official Norm, NOM-002-STPS-2010, 5.10 Counting in the areas of workplaces classified at risk of ordinary fire, with means of detection and firefighting equipment, and those of high fire risk, in addition to the above, with fixed protection systems and fire alarms, to address the possible dimension of fire emergency, same should be consistent with the kind of fire that may occur (See the Reference Guide IV, smoke detectors and Reference Guide V, Fixed Systems fire).

Norma Oficial Mexicana NOM-002-STPS-2010, 5.10 Contar en las áreas de los centros de trabajo clasificadas con riesgo de incendio ordinario, con medios de detección y equipos contra incendio, y en las de riesgo de incendio alto, además de lo anteriormente señalado, con sistemas fijos de protección contra incendio y alarmas de incendio, para atender la posible dimensión de la emergencia de incendio, mismos que deberán ser acordes con la clase de fuego que pueda presentarse (Véanse la Guía de Referencia IV, Detectores de Incendio y la Guía de Referencia V, Sistemas Fijos contra Incendio).

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ZAF601410620

Non-compliance

Due 2026-07-03

Code area	Status
3 Working conditions are safe and hygienic	Open*

← Code area 3

Code area 4 →

Workplace requirement

3.L Implement effective processes to manage fire safety including, but not limited to, accessible evacuation routes, a fire detection system, fire fighting/suppression equipment, training and regular drills covering all shifts and warning systems.

Issue title

218 - Missing records of fire drills and evacuations

Description

During the document review of fire drills, it was observed that the site adequately conducted the 2 drills required by regulations due to the high fire risk, considering the majority of its workers in both shifts. However, the last record of a fire drill dated July 18, 2025, exceeded the 3-minute evacuation time, with an evacuation time of 4 minutes and 10 seconds.

Durante la revisión documental de simulacros de incendio, se observo que el sitio realizo adecuadamente los 2 simulacros que requieren por normatividad al ser alto grado de incendio y contemplando a la mayoría de sus trabajadores en ambos turnos, sin embargo el ultimo registro que se tiene de simulacro de incendio con fecha de 18 de Julio del 2025, excedió los 3 min de evacuación, teniendo un tiempo de evacuación de 4 min con 10 seg.

Corrective and preventative actions

The evacuation time in case of an emergency exceeds (3 min). Please take corrective actions to reduce the evacuation time in case of an emergency to less than 3 minutes.

Se excede el tiempo de evacuación ante una emergencia (3 min). // Favor de realizar las acciones correctivas para disminuir el tiempo de evacuación ante una emergencia menor a 3 min.

Local law reference

Mexican Official Norm, NOM-002-STPS-2010, 7.15 Have evacuation routes complying with the following conditions:
d) The distance to be walked from the farthest point inside a building towards any point of the evacuation route shall not be longer than 40 m. Otherwise, the maximum evacuation time to a safe location shall be three minutes.

Norma Oficial Mexicana, NOM-002-STPS-2010, 7.15 Contar con rutas de evacuación que cumplan con las condiciones siguientes:
d) Que la distancia por recorrer desde el punto más alejado del interior de una edificación, hacia cualquier punto de la ruta de evacuación, no sea mayor de 40 m. En caso contrario, el tiempo máximo de evacuación de los ocupantes a un lugar seguro deberá ser de tres minutos.

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

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← Code area 3

Code area 4 →

ZAF601410621

Non-compliance

Due 2026-05-04

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.L Implement effective processes to manage fire safety including, but not limited to, accessible evacuation routes, a fire detection system, fire fighting/suppression equipment, training and regular drills covering all shifts and warning systems.

Issue title

183 - No fire fighting equipment on site or equipment is not sufficient to address the type or severity of risk

Description

During the document review of the monthly fire extinguisher inspection records, it was observed that the site has only 29 fire extinguishers throughout the operational area and offices. The site has a dimension of 15,000 m2. Based on the calculation that one extinguisher is required for every 200 m2, they must have at least 75 extinguishers throughout the site.

Durante la revisión documental del registro a la revisión mensual de extintores, se observo que el sitio cuenta con solo 29 extintores a lo largo de el área operativa y oficinas. El sitio tiene una dimensión de 15,000 m2. Con base al calculo de que cada 200 m2 se requiere un extintor deben tener al menos 75 extintores en todo el sitio.

Corrective and preventative actions

Root Cause: There are not enough fire extinguishers installed on site. // Corrective Action: Please place the fire extinguishers required by regulations covering the entire site.

Causa Raíz: No se cuenta con el mínimo de extintores instalados en el sitio. // Acción Correctiva: Favor de colocar los extintores que se requieren por normatividad cubriendo todo el sitio.

Status

Open*

Time given to resolve

Immediate

Verification method

Follow up audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

Local law reference

Official Mexican Standard NOM-002-STPS-2010, SAFETY CONDITIONS - FIRE PREVENTION AND PROTECTION IN WORKPLACES Point 7. Fire prevention and protection conditions
7.17 Install fire extinguishers in the work center areas, according to the following:
a) Have extinguishers according to the type of fire that may occur (See Reference Guide VII, Fire Extinguishers and Reference Guide VIII Extinguishing Agents);
b) Place at least one extinguisher for every 300 square meters of surface area or fraction, if the risk level is ordinary;
c) Place at least one extinguisher for every 200 square meters of surface area or fraction, if the risk level is high;

NORMA OFICIAL MEXICANA NOM-002-STPS-2010, CONDICIONES DE SEGURIDAD - PREVENCION Y PROTECCION CONTRA INCENDIOS EN LOS CENTROS DE TRABAJO Punto 7. Condiciones de prevención y protección contra incendios
7.17 Instalar extintores en las áreas del centro de trabajo, de acuerdo con lo siguiente:
a) Contar con extintores conforme a la clase de fuego que se pueda presentar (Véanse la Guía de Referencia VII, Extintores contra Incendio y la Guía de Referencia VIII Agentes Extintores);
b) Colocar al menos un extintor por cada 300 metros cuadrados de superficie o fracción, si el grado de riesgo es ordinario;
c) Colocar al menos un extintor por cada 200 metros cuadrados de superficie o fracción, si el grado de riesgo es alto;

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ZAF601410619

Non-compliance Due 2026-06-03

Code area	Status
3 Working conditions are safe and hygienic	Open*

← Code area 3

Code area 4 →

Workplace requirement

3.N Ensure that all hazardous substances (e.g. chemicals and pesticides) are officially registered where possible, Material Safety Data Sheets are used, and they are managed appropriately at all times in line with registration and safety instructions, including storage, use and disposal.

Issue title

237 - Improper storage of hazardous substances (e.g. chemicals and pesticides)

Description

During the tour of the facilities, it was observed that the site does not have a hazardous waste storage area. There is a designated area outside the production area, but it does not meet any of the safety measures required to formalize a hazardous waste storage area. The audited party mentioned that they will adapt that place to make it a hazardous waste storage area.

Durante el recorrido por las instalaciones, se pudo observar que el sitio no cuenta con un almacén de residuos peligrosos, tiene un área delimitada afuera del área productiva pero no cuenta con ninguna de las medidas de seguridad que se requiere para formalizar un almacén de residuos peligrosos, el auditado menciona que se adaptara ese lugar para hacerlo como almacén de residuos peligrosos.

Corrective and preventative actions

Root Cause: There is no hazardous waste storage facility. // Corrective Action: Please assign an area for hazardous waste with the necessary safety and hygiene measures.

Causa Raíz: No se tiene un almacén de residuos peligrosos. // Acción Correctiva: Favor de asignar un área de residuos peligrosos con las medidas necesarias de seguridad e higiene.

Local law reference

Mexico. Regulations of the General Law for the Prevention and Comprehensive Management of Waste, Chapter IV, Article 66.- Those who generate and handle hazardous waste and require confinement within their facilities must adhere to the provisions of this Law, those established by the
Regulations and specifications regarding the location, design, construction, and operation of confinement cells, as well as the storage and pre-confinement treatment of waste, contained in the corresponding official Mexican standards.

*México. Reglamento de la Ley General para la Prevención y Gestión Integral de los Residuos, Capítulo IV, Artículo 66.- Quienes generen y manejen residuos peligrosos y requieran de un confinamiento dentro de sus instalaciones, deberán apegarse a las disposiciones de esta Ley, las que establezca el
Reglamento y a las especificaciones respecto de la ubicación, diseño, construcción y operación de las celdas de confinamiento, así como de almacenamiento y tratamiento previo al confinamiento de los residuos, contenidas en las normas oficiales mexicanas correspondientes.*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

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3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes A chemical inventory list and MSDS are available for each chemical. The chemicals used at the facility mainly include food-grade oil, cleaning product, sodium bisulfate, acetic acid. Workers who handle these chemicals receive training, and the most recent training was conducted on March 19, 2026.
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	No No structural additions reported.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No

← Code area 3

Code area 4 →

Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

← Code area 3

Code area 4 →

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 3

Code area 5 →

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems The facility maintains a strict zero-tolerance policy regarding child labor, integrated into the formal hiring policy. This framework includes a mandatory age verification procedure at the application stage, requiring original government-issued identification (National ID and Birth Certificates). A key strength of the system is the existence of a formal Remediation Procedure, which outlines clear guidance on how to handle potential cases of child labor within the supply chain, prioritizing the child's return to a proper environment for their development and education. 2) Resources: Grade: Robust Management Systems The recruitment team and HR Department are equipped with the necessary tools and training to verify the authenticity of identification documents. Personnel files are used as the primary resource for compliance, where copies of ID cards and photographs are systematically archived. The youngest worker identified in the current workforce is 20 years old, and no "young workers" (under 18) are currently employed, demonstrating that the resources allocated to recruitment successfully filter the candidate pool according to policy. 3) Communication and Training: Grade: Robust Management Systems The prohibition of child labor is clearly communicated through the business code of conduct and ethics. Management and recruitment staff are trained to execute the age verification process consistently. During interviews, both workers and management demonstrated a clear understanding of the minimum age requirements and the facility's commitment to child protection. This awareness ensures that the policy is not just a document, but a culturally embedded practice. 4) Monitoring: Grade: Robust Management Systems Monitoring is conducted through regular internal reviews of personnel files and the "General Workers Details" database. The effectiveness of these controls was verified during this assessment through a representative sample of files, an on-site tour, and employee interviews, which confirmed 100% compliance. The monitoring system is designed to detect any gaps in the hiring process, ensuring that the age verification remains a mandatory and non-negotiable step before any worker joins the facility.

← Code area 3

Code area 5 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

Systems and evidence examined to validate this code section	Current systems: 1. There is a formal practice for age checking of employees at application stage, and this includes checking born certificates and ID's. 2. The youngest employee found in the sample was 20 years old. 3. There was no child labor. 4. The facility has developed a Child Remediation Policy. Evidence examined: 1. Site tour. 2. Management interview. 3. Worker interviews. 4. Child Labor Policy and Remediation Program / FO-RHSS-02 5. Ethics Code (PO-RH-10) 6. Hiring Procedure (PO-RH-02) 7. Employee files: 26.

← Code area 3

Code area 5 →

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	22%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	20
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

← Code area 4

Code area 5 →

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 4

Code area 5.A →

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems The company has an Internal Work Regulations document approved at the highest level of authority, which includes a commitment to “Pay legal wages.” Likewise, employee contracts include salary information and the company’s commitment to comply with all legal wage requirements. 2) Resources: Grade: Robust Management Systems The wages office is well organized and demonstrates a high level of technical competence. Resources are effectively allocated to ensure 100% social security coverage, with the most recent payment confirmed on March 17, 2026. The facility uses a robust payroll system that manages different payment cycles (weekly) through bank transfers. Management has demonstrated the ability to maintain accurate records and ensure that 100% of the sample reviewed is registered with the relevant social security authorities. 3) Communication and Training: Grade: Some Improvements Recommended According to management, all company policies are communicated to employees during the new employee induction process. Additionally, the company maintains an annual training program for employees with more than one year of service. The Ethics code is posted throughout the facility for employee reference, however, the company does not communicate or share pay stubs with employees. 4) Monitoring: Grade: Some Improvements Recommended The company has an Internal monitoring process. The company has a system for stamping payrolls so that employees are deposited on time, however, the company does not monitor its service providers regarding benefits and regulatory and legal obligations.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

← Code area 4

Code area 5.A →

5. Legal wages are paid	5.B Ensure that workers receive the insurance...	Local law	NC	ZAF601410626
	5.G Maintain records to demonstrate that work...	Local law	NC	ZAF601410625

Systems and evidence examined to validate this code section

Current Systems:
1. Employees' wages comply with the legal minimum wage.
2. All employees were registered at the health care institution; payments were made in a timely manner.
3. There is not any in-kind payment or benefit established at the facility.
4. According to the internal regulations no deduction from workers' pay is for disciplinary sanctions.
5. All employees are paid for all time worked.
6. All employees were provided with written and understandable information about the employment conditions.
7. Employees do not receive a copy of the pay slip.
8. The minimum legal wage is $315.04 per day starting since January 1st, 2026.
9. Employees' wages are calculated on a daily rate basis.
10. Employees' contracts states benefit, holidays and Christmas bonus.
11. Employees are hired directly by the facility.
12. The minimum wage paid by the facility is $316 MXN per day.
13. The wages information was well organized.

Evidence examined:
1. Employees' contracts (26)
2. Social insurance payments for February and March 2026.
3. Christmas bonus.
4. Employee interviews. (26 employees)
5. Attendance and payroll records. March 2026 (current month), November 2025 (non-peak month), and May 2025 (peak month).

← Code area 4

Code area 5.A →

Findings: non-compliances

ZAF601410626

Non-compliance

Due 2026-07-03

Code area

5 Legal wages are paid

Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Issue title

424 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - isolated

Description

During the review of payroll records and attendance of an employee from the cafeteria service company, “Jordy Axel Ruvalcaba Ortiz,” it was noted that the employee is not registered with the Mexican Social Security Institute (IMSS).

Durante la revisión de nóminas y asistencia de un trabajador de la empresa de servicio de comedor "Jordy Axel Ruvalcaba Ortiz" se notó que no se encuentra dada de alta en el Instituto Mexicano del Seguro Social.

Corrective and preventative actions

Please confirm the employee’s registration with the Social Security Institute.
Root Cause: Lack of supplier document review.

Por favor confirme el alta de su trabajador en el seguro social. Causa Raiz: Falta de revisión documental del proveedor

Local law reference

Mexico – Social Security Law (IMSS), Article 15

Employers are required to register and enroll their employees with the Institute, report their hires and terminations, salary modifications, and other relevant data within a period not exceeding five business days.

Ley del IMSS, Artículo 15. Las personas empleadoras están obligadas a:

I. Registrarse e inscribir a sus trabajadores en el Instituto, comunicar sus altas y bajas, las modificaciones de su salario y los demás datos, dentro de plazos no mayores de cinco días hábiles.

Status

Open*

Time given to resolve

60 days

Verification method

Desktop audit

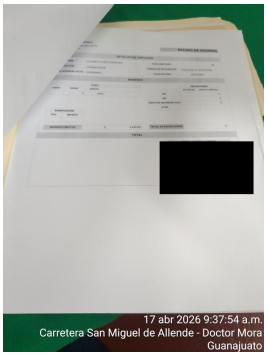
Area of non-compliance/non-conformance

Local law

← Code area 5

Code area 5.A →

Evidence



CANTEEN WORKER PAYMENT.jpg

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

ZAF601410625

Non-compliance

Due 2026-07-03

Code area

5 Legal wages are paid

Workplace requirement

5.G Maintain records to demonstrate that workers receive a wage statement, or payslip each pay period with a clear and understandable breakdown of their wages, benefits and any deductions.

Issue title

407 - Systematic failure to provide payslips with complete, accurate and understandable information to workers

Description

During the review of payroll records and employee interviews, it was confirmed that the company does not provide pay slips to its employees.

Durante la revisión de registros de nómina y entrevista con trabajadores se confirmo que la empresa no entrega recibo de nomina a sus trabajadores.

Status

Open*

Time given to resolve

60 days

Verification method

Follow up audit

Area of non-compliance/non-conformance

Local law

← Code area 5

Code area 5.A →

Corrective and preventative actions

Please provide payroll receipts to employees. Root Cause: Lack of dissemination and communication channel for downloading payroll receipts.

Por favor entregue los recibos de nómina a sus trabajadores. Causa Raiz: Falta de difusión y falta de canal de comunicación para descarga de recibos de nómina.

Local law reference

Mexico – Federal Labor Law, Article 101
In all cases, employees must have access to detailed information regarding payment concepts and deductions. Pay slips must be provided to employees in printed form or by any other means, without prejudice to the employer's obligation to provide a printed document when requested by the employee.

Printed pay slips must contain the employee's handwritten signature to be valid; pay slips issued as Digital Tax Receipts via the Internet (CFDI) may replace printed receipts. The content of a CFDI shall serve as proof if it is verified on the Tax Administration Service (SAT) website; once validated, the provisions of Article 836-D, Section I of this Law shall apply.

Ley Federal de Trabajo, Artículo 101.-
En todos los casos, el trabajador deberá tener acceso a la información detallada de los conceptos y deducciones de pago. Los recibos de pago deberán entregarse al trabajador en forma impresa o por cualquier otro medio, sin perjuicio de que el patrón lo deba entregar en documento impreso cuando el trabajador así lo requiera.
Los recibos impresos deberán contener firma autógrafa del trabajador para su validez; los recibos de pago contenidos en comprobantes fiscales digitales por Internet (CFDI) pueden sustituir a los recibos impresos; el contenido de un CFDI hará prueba si se verifica en el portal de Internet del Servicio de Administración Tributaria, en caso de ser validado se estará a lo dispuesto en la fracción I del artículo 836-D de esta Ley.

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None
Where the site has undertaken a Living Wage gap analysis against a credible Benchmark which Benchmark have they used?	Other (provide details) There is no the living wage analysis.

Worker renumeration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Daily
Is actual wage data available on site for any of these options?	Daily

← Code area 5

Code area 5.A →

Maximum legal working hours	**Max hours per day**	Non applicable
	Max hours per week	48.0
	Max hours per month	Non applicable
Actual required working hours	**Required hours per day**	Non applicable
	Required hours per week	48.0
	Required hours per month	Non applicable
Maximum legal overtime hours	**Max hours per day**	Non applicable
	Max hours per week	Non applicable
	Max hours per month	Non applicable
Actual overtime hours	**Max hours per day**	Non applicable
	Max hours per week	12.0
	Max hours per month	Non applicable
Minimum legal wage	**Min per hour**	39.38
	Min per day	315.04
	Min per week	2205.28
	Min per month	9451.2
Actual minimum wage	**Actual per hour**	39.5
	Actual per day	316.0
	Actual per week	2212.0
	Actual per month	9480.0

← Code area 5

Code area 5.A →

Minimum legal overtime wage	**Min per hour**	78.76
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	**Actual per hour**	79.0
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	74
Provide the date and details of the records	26 records from March 2026 (current month) were reviewed. 24 records from November 2025 (peak month) were reviewed. 24 records May 2025 (non-peak month) were reviewed.
Are there different legal minimum/ legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	100% earnings above the minimum legal.
Are there any bonus schemes used?	No

← Code area 5

Code area 5.A →

Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

← Code area 5

Code area 5.A →

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF601410623
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF601410624

Systems and evidence examined to validate this code section	5.A.A. The facility has not performed a living wage analysis. The facility complies with the legal minimum wage. Evidence reviewed: 12 months of attendance and payroll records were available for review from April 2025 to March 2026; from them 3 pay periods of the following months were selected: March 2026 (current month), November 2025 (non-peak month), and May 2025 (peak month).

← Code area 5

Code area 6 →

Findings: non-compliances

ZAF601410623

Non-compliance

Code area

5.A Living wages are paid

Workplace requirement

5.A.A Review workers' total pay including benefits and compare it with a credible 'living wage' to calculate a 'living wage gap', and understand what proportion of the workforce has a gap.

Issue title

903 - CAR: A living wage gap analysis has not been completed

Description

During the document review, it was noted that the company does not have a living wage analysis.

Durante la revisión documental se notó que la empresa no cuenta con un analisis de salario digno.

Corrective and preventative actions

Please perform the sign salary analysis. Root Cause: Lack of internal updates to the audit protocol.

Por favor realice el analisis de salario signo. Causa Raíz: Falta de actualización interna del protocolo de auditoría.

Status

Open*

Time given to resolve

Verification method

Collaborative action required

Area of non-compliance/non-conformance

Base code

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

ZAF601410624

Non-compliance

Code area

5.A Living wages are paid

Status

Open*

← Code area 5.A

Code area 6 →

Workplace requirement

5.A.B Put in place a wage improvement plan that aims to pay workers a living wage within a stated timeframe.

Issue title

905 - CAR: A wage improvement plan (with Living Wage as the goal) has not been completed

Description

During the document review, it was noted that the company does not have a salary improvement plan based on a living wage analysis.

Durante la revisión documental se notó que la empresa no cuenta con un plan de mejora salaria basado en un analisis de salario digno.

Corrective and preventative actions

Please develop a salary improvement action plan based on a living wage analysis. Root Cause: Lack of internal updates to the audit protocol.

Por favor realice el plan de acción de mejora salarial basado en un analisis de salario digno. Causa Raiz: Falta de actualización interna del protocolo de auditoría.

Time given to resolve

Verification method

Collaborative action required

Area of non-compliance/non-conformance

Base code

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 5.A

Code area 7 →

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems The facility has established a comprehensive Policy on Working Hours and Overtime, integrated into the ethics code and Internal rules. These policies formally commits to a standard 48-hour work week to promote work life balance and ensures that any overtime is voluntary. The procedures clearly define compensation rates for overtime at 200% and 300% above the regular hourly rate, exceeding legal requirements in many aspects and ensuring that work hours remain within healthy and legal limits. 2) Resources: Grade: Robust Management Systems A reliable electronic Attendance System is utilized to record the hours of all employees across the operational shift. The HR and payroll departments have the necessary tools to cross check these records against production logs (Material in/out and daily reports). 3) Communication and Training: Grade: Robust Management Systems Working conditions, including shift schedules and overtime voluntary nature, are clearly communicated to all employees through signed individual contracts and the Internal Working Regulations. During interviews, 100% of the sampled employees (26 workers) confirmed their understanding that overtime is strictly voluntary and expressed awareness of how their hours and premiums are calculated. Training ensures that workers know how to use the attendance system and interpret their payslips regarding hours worked. 4) Monitoring: Grade: Some Improvements Recommended The facility maintains a high-level monitoring and tracking system to ensure that working hours do not surpass established maximums. During the audit, a thorough cross check between production records, payroll, and attendance logs showed zero inconsistencies, a key indicator of a robust system. Monitoring of overtime statistics averaging approximately 48 hours per week across current, peak, and non-peak months demonstrates consistent control over production demands without compromising worker well-being or exceeding legal thresholds, however, two employees worked for more than 7 days without rest.

Summary of findings

← Code area 5.A

Code area 7 →

Code area	Workplace requirement	Area of NC	Finding
6. Working hours are not excessive	6.C Provide workers with at least 24 hours of...	Local law Base code	NC ZAF601410628

Systems and evidence examined to validate this code section	Current systems: 1. According to the time records and employee interviews, regular working hours were 48, 45 and 44 hours per week. 2. Standard working days are from Monday to Saturday; employees receive 1 day of rest per week as described below. 3. The facility operates on 2 shifts: Shift 1 from 7:00 hours to 15:30 hours from Monday to Saturday, with 30 minutes for meals. Shift 2 from 15:30 hours to 23:30 hours from Monday to Saturday, with 30 minutes for meals. Administrative from 8:30 hours to 17:30 hours from Monday to Friday, with 60 minutes for meals adn Saturday from 08:30 to 12:30. 4. Overtime hours were detected paid at 200% premium, employees confirmed that overtime is voluntary. 5. Biometric (fingerprint) attendance system is used. Evidence examined: 1. Employee interviews. (26 employees). 2. Management interviews. 3. Employees' contracts. (26 files). 4. 12 months of attendance and payroll records were available for review from April 2025 to March 2026.

← Code area 5.A

Code area 7 →

Findings: non-compliances

ZAF601410628

Non-compliance

Due 2026-07-03

Code area

6 Working hours are not excessive

Workplace requirement

6.C Provide workers with at least 24 hours of consecutive rest in every 7-day period or, where allowed by national law, two 24 hour periods in every 14-days.

Issue title

486 - Workers do not take off 1 day in 7, and this is contrary to law or collective bargaining agreement (CBA) - isolated

Description

During the document review, it was noted that employees are not receiving one rest day within a worked week, as follows:

One employee worked from May 5 to May 14, 2025, without a rest day.
One employee worked from November 18 to December 4, 2025, without a rest day.

Durante la revisión documental se notó que los empleados no reciben un dia de descanso dentro de una semana laborada como sigue:
1 trabajador laboro del 5 al 14 de Mayo del 2025 sin descanso.
1 trabajador laboro del 18 de Noviembre al 4 de Diciembre del 2025 sin descanso.

Corrective and preventative actions

Please provide the required rest days in accordance with applicable regulations.
Root Cause: Lack of internal updates to the audit protocol.

Por favor brinde los dias de descanso requeridos. Causa Raíz: Falta de actualización interna del protocolo de auditoría.

Local law reference

Mexican Labor Law Title III, Chapter III, Article 69, For each six days of work, the employee will enjoy at least one rest day with full payment of wages.

México. Ley Federal del Trabajo, Título III, Capitulo III. Artículo 69, Por cada seis días de trabajo disfrutará el trabajador de un día de descanso, por lo menos, con goce de salario íntegro.

Evidence

Status

Open*

Time given to resolve

60 days

Verification method

Desktop audit

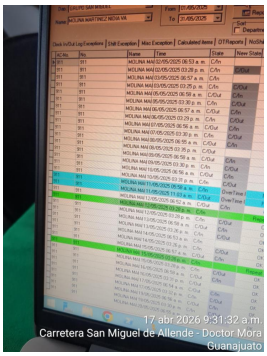
Area of non-compliance/non-conformance

Local law

Base code

← Code area 6

Code area 7 →



ATTENDANCE.jpg

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Not applicable
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	60.0
Maximum number of days worked without a day off in sample	17

← Code area 6

Code area 7 →

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 6

Code area 8 →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Grade: Robust Management Systems The site has documented policies and procedures that are properly communicated to internal and external stakeholders for the section of No discrimination is practiced. According to the procedures implemented the discriminatory practices are not allowed at the facility in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. And there are formal protocols for the monitoring of the compliance aligned with the gender perspective expectation. 2) Resources: Grade: Robust Management Systems The company has a Human Resources Manager who oversees site conditions; they have a good understanding of current local regulations to ensure compliance and also demonstrate that the required skills and authorities are addressed to ensure proper monitoring of legal requirements, workers, and clients. 3) Communication & Training: Grade: Robust Management Systems The site has an internal training program where the required courses cover the general elements associated with the developed social compliance system. The compliance with training is monitored annually, as well as the skills and competencies of each worker are evaluated. In order to prevent discrimination that may occur in the workplace. 4) Monitoring: Grade: Robust Management Systems The system is monitored through the monthly review of facility management, the established hiring process, the internal work regulations, the suggestion and complaint box, and the internal indicators of gender composition.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 6

Code area 8 →

Systems and evidence examined to validate this code section	Auditors did not notice signs of discrimination. Equal payment is given to employee that perform similar activities. During the interviews, employees mentioned that discrimination is not practiced in the facility. There was no evidence of any kind of harassment, it was confirmed by employees and managers. The facility has policies that includes anti-discrimination topics. During the tour, it was observed that the workers do not suffer any type of discrimination or harassment as well. Details: 1. Hiring procedure. 2. Employee interviews. 3. Non-discrimination procedure. 4. Payrolls. 5. Internal rule. 6. Code of Conduct. 7. Site Tour

← Code area 6

Code area 8 →

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	3%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	1%
Three most common nationalities in managerial and supervisory roles	Mexican

← Code area 7

Code area 8 →

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 7

Code area 8.A →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Grade: Robust Management Systems The site has documented policies and procedures that are properly communicated to internal and external stakeholders for the section of Regular employment is provided. According to the procedures implemented the working terms and conditions are provided to the workers in site during the hiring process, and those terms and conditions are explained in the language that the workers understand. 2) Resources: Grade: Robust Management Systems The company has a Human Resources Manager who oversees site conditions; they have a good understanding of current local regulations to ensure compliance and also demonstrate that the required skills and authorities are addressed to ensure proper monitoring of legal requirements, workers, and clients. 3) Communication & Training: Grade: Robust Management Systems The site has an internal training program where the required courses cover the general elements associated with the developed social compliance system. The compliance with training is monitored annually, as well as the skills and competencies of each worker are evaluated. 4) Monitoring: Grade: Some Improvements Recommended The system is monitored through the monthly review of facility management, the established hiring process, workers' turnover, internal work regulation. However, in the site was noted that there is inadequate monitoring of service providers, as one employment contract for an employee of the security company, "Jose Luis Aguilera Villanueva," does not include required information such as RFC, CURP, and marital status. And also was noted that the company has an internal work regulation that it is not approved by the authority and updated according to the federal labor law.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

← Code area 7

Code area 8.A →

8. Regular employment is provided	8.A Provide a written contract or other bindi...	Local law	NC ZAF601410627
	8.H Comply with all other applicable laws tha...	Local law	NC ZAF601410630

Systems and evidence examined to validate this code section	Current Systems: 1. The site had proper systems in place to manage the employees in compliance with the code of local labor law. All employees receive a copy of the individual contract. 2. The facility does not use any kind of temporary, irregular, sub-contracted or non-employment models of labor. Evidence: 1. Management Interview 2. Employee interview 3. Individual contracts: 26

← Code area 7

Code area 8.A →

Findings: non-compliances

ZAF601410627

Non-compliance

Due 2026-06-03

Code area

8 Regular employment is provided

Workplace requirement

8.A Provide a written contract or other binding agreement that specifies the terms and conditions of employment, that meet all legal requirements, in a language workers can understand.

Issue title

525 - Inadequate contracts in place, i.e. missing critical elements such as job description, wages (regular and overtime), hours of work (including overtime), notice period etc.

Description

During the document review, it was noted that there is inadequate monitoring of service providers, as one employment contract for an employee of the security company, “Jose Luis Aguilera Villanueva,” does not include required information such as RFC, CURP, and marital status.

Durante la revisión documental se notó que no existe un monitoreo adecuado a los proveedores de servicio debido a que 1 contrato de trabajo del empleado de la empresa de seguridad "Jose Luis Aguilera Villanueva" no cuenta con RFC, CURP, Estado Civil.

Corrective and preventative actions

Please ensure compliance with legal requirements regarding employment contracts.
Root Cause: Lack of supplier document review.

Por favor cumpla con los requerimientos de la ley en materia de contratos. Causa Raíz: Falta de revisión documental del proveedor.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 8

Code area 8.A →

Local law reference

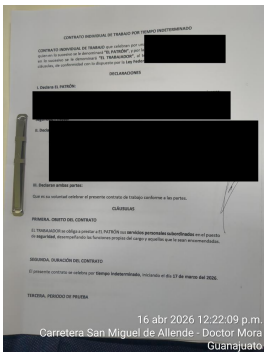
Mexican Labor Law, Title II, Chapter I, Article 25: The writing in which employment conditions shall be stated must contain:
I. Name, nationality, age, sex, marital status, Unique Population Registry Code, Federal Taxpayers Registry and address of the employee and employer.
II. Whether the employment relation is for a specific project or time, or for an indefinite time;
III. The service or services which must be provided, described as precisely as possible;
IV. The place or places in which the work must be furnished;
V. The duration of the workday;
VI. The form and amount of wages;
VII. The day and place for payment of wages;
VIII. A statement that the employee will be educated or trained in accordance with such plans and programs as are established or may be established in the facility, in accordance with that provided in this law; and
IX. Such other employment conditions such as days of rest, vacations, and others as may be agreed to by the employee and the employer.
X. The beneficiaries' designation to which Article 501 of this law refers to, for the payment of salaries and benefits accrued and not collected at the employees death or those generated by their death or disappearance derived from a criminal act.

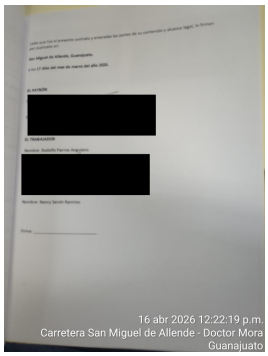
México. Ley Federal de Trabajo, Título II, Capítulo I, Artículo 25, El escrito en que consten las condiciones de trabajo deberá contener:
I.Nombre, nacionalidad, edad, sexo, estado civil, Clave Única de Registro de Población, Registro Federal de Contribuyentes y domicilio del trabajador y del patrón.
II. Si la relación de trabajo es para obra o tiempo determinado, por temporada, de capacitación inicial o por tiempo indeterminado y, en su caso, si está sujeta a un periodo de prueba;
III. El servicio o servicios que deban prestarse, los que se determinarán con la mayor precisión posible;
IV. El lugar o los lugares donde deba prestarse el trabajo;
V. La duración de la jornada;
VI. La forma y el monto del salario;
VII. El día y el lugar de pago del salario;
VIII. La indicación de que el trabajador será capacitado o adiestrado en los términos de los planes y programas establecidos o que se establezcan en la empresa, conforme a lo dispuesto en esta Ley; y
IX. Otras condiciones de trabajo, tales como días de descanso, vacaciones y demás que convengan el trabajador y el patrón.
X. La designación de beneficiarios a los que refiere el artículo 501 de esta ley, para el pago de los salarios y prestaciones devengadas y no cobradas a la muerte de los trabajadores o las que se generen por su fallecimiento o desaparición derivada de un acto delincuencial.

Evidence

← Code area 8

Code area 8.A →





CONTRACT AGREEMENT SECURITY WORKER.jpg

CONTRACT AGREEMENT SECURITY WORKER 2.jpg

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

ZAF601410630

Non-compliance Due 2026-06-03

Code area

8 Regular employment is provided

Workplace requirement

8.H Comply with all other applicable laws that impose conditions on Code Area 8.

Issue title

534 - Information about internal rules and regulations is not available (e.g. by providing handbooks or terms & conditions for workers and it is a legal requirement)

Description

During the document review, it was noted that the company has an internal work regulation FO-RH-07, however, it is not approved by the authority and updated according to the federal labor law.

Durante la revisión documental se notó que la empresa cuenta con un reglamento interior de trabajo FO-RH-07, sin embargo no esta aprobado por la autoridad y actualizado de acuerdo a la ley federal de trabajo.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 8

Code area 8.A →

Corrective and preventative actions

Please update the internal work regulations. Root Cause: Lack of internal updates to the audit protocol.

Por favor actualice el reglamento interior de trabajo. Causa Raíz: Falta de actualización interna del protocolo de auditoría.

Local law reference

Mexican Labor Law, Title VII, Chapter V, Article 424. In formation of regulations, following rules will apply:
I. Mixed commission of representatives of the employees and the employer will be formulated;
II. If the parties agree, any of them, within the following eight days to its signature, it will deposit it under the Federal Center for Conciliation and Labor Registry;
III. The provisions contrary to this Law, its regulations, and collective agreements and law contracts shall not produce any legal effect.
IV- The employees or the employer, at any time, may request from the Federal Courts to correct the omissions of the regulations or to review their provisions contrary to this Law and other labor standards, in accordance with the provisions contained in the collective special procedure established in Article 897 and subsequent of this Law.

México. Ley Federal de Trabajo, Titulo VII, Capitulo V, Articulo 424, En la formación del reglamento se observarán las normas siguientes:
I. Se formulará por una comisión mixta de representantes de los trabajadores y del patrón;
II.Si las partes se ponen de acuerdo, cualquiera de ellas, dentro de los ocho días siguientes a su firma, lo depositará ante el Centro Federal de Conciliación y Registro Laboral;
III. No producirán ningún efecto legal las disposiciones contrarias a esta Ley, a sus reglamentos, y a los contratos colectivos y contratos-ley; y
IV. Los trabajadores o el patrón, en cualquier tiempo, podrán solicitar de los Tribunales federales se subsanen las omisiones del reglamento o se revisen sus disposiciones contrarias a esta Ley y demás normas de trabajo, de conformidad con las disposiciones contenidas en el procedimiento especial colectivo establecido en el artículo 897 y subsecuentes de esta Ley.

Evidence

← Code area 8

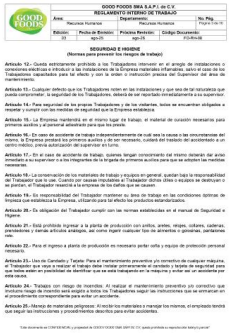
Code area 8.A →



INTERNAL RULES_page-0001.jpg



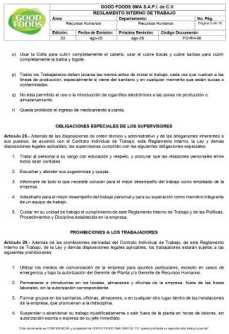
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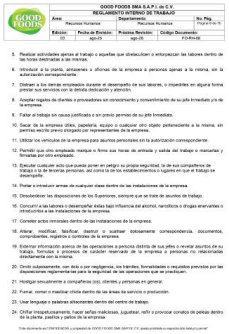
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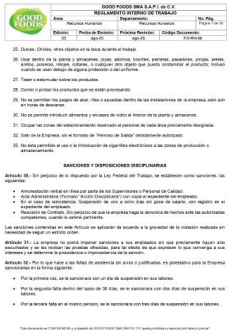
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INTERNAL RULES_page-0005.jpg



INTERNAL RULES_page-0006.jpg



INTERNAL RULES_page-0007.jpg



INTERNAL RULES_page-0008.jpg



INTERNAL RULES_page-0009.jpg



INTERNAL RULES_page-0010.jpg

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

← Code area 8

Code area 8.A →

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

← Code area 8

Code area 8.A →

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 8

Code area 9 →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Grade: Robust Management Systems The site has documented policies and procedures that are properly communicated to internal and external stakeholders for the section of Sub-contracting and homeworkers are used responsibly. According to the procedures implemented, the facility management does not use sub-contracting for the manufacturing processes and there are no home workers; there is only on-site service provider. 2) Resources: Grade: Robust Management Systems The company has a Human Resources Manager who oversees site conditions; they have a good understanding of current local regulations to ensure compliance and also demonstrate that the required skills and authorities are addressed to ensure proper monitoring of legal requirements, workers, and clients. 3) Communication & Training: Grade: Robust Management Systems The site has an internal training program where the required courses cover the general elements associated with the developed social compliance system. The compliance with training is monitored annually, as well as the skills and competencies of each worker are evaluated. 4) Monitoring: Grade: Robust Management Systems The system is monitored through the monthly review of facility management, the established hiring process, controlled production records, the hiring process, and indicators and objectives to ensure that all production remains on-site and there is no need to subcontract or use home workers.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 8

Code area 9 →

Systems and evidence examined to validate this code section	Current Systems: 1. The site tour showed that all production processes were performed at the site. 2. There were no subcontracted processes or homeworkers. Evidence examined: 1. Site tour. 2. Management interview. 3. Employees' interviews. 4. Production records.

← Code area 8

Code area 9 →

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?	Not applicable
Gender disaggregated data available	

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?	
Are full records of homeworkers available at the site?	
Does the supplier buy products or services from suppliers that use homeworkers?	No Not applicable

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?	No Not applicable

← Code area 8.A

Code area 9 →

Are any sub-contractors used?	No

← Code area 8.A

Code area 9 →

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 8.A

Code area 10.A →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Grade: Robust Management Systems The site has documented policies and procedures that are properly communicated to internal and external stakeholders for the section of No harsh or inhumane treatment is allowed. According to the procedures implemented workers are treated with respect, there is no gender division in the treatment at the facility, and there are policies associated with the discriminatory practices avoidance. 2) Resources: Grade: Robust Management Systems The company has a Human Resources Manager who oversees site conditions; they have a good understanding of current local regulations to ensure compliance and also demonstrate that the required skills and authorities are addressed to ensure proper monitoring of legal requirements, workers, and clients. 3) Communication & Training: Grade: Robust Management Systems The site has an internal training program where the required courses cover the general elements associated with the developed social compliance system. The compliance with training is monitored annually, as well as the skills and competencies of each worker are evaluated. In order to prevent inhumane treatment that may occur in the workplace. 4) Monitoring: Grade: Some Improvements Recommended The system is monitored through the monthly review of facility management, the established hiring process, the internal work regulations, the suggestion and complaint box, and through the assessment of the identification of the psychosocial risk factors. However, it was noted that the company has a psychosocial risk analysis carried out on February 18, 2026; however, the measures adopted for the prevention of psychosocial risk factors have not yet been implemented.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

← Code area 8.A

Code area 10.A →

9. No harsh or inhumane treatment is allowed	9.C Implement, adopt and communicate to all w...	Local law	NC	ZAF601410632

Systems and evidence examined to validate this code section	Through the management and employee interviews, it was noted that employees know the grievance mechanism onsite. Facility has policies in order to avoid any kind of harassment. Employees are provided with a suggestion box. From documents management has established a disciplinary procedure for employees' misbehavior which included oral warning, written warning and finally termination. The site has a mechanism in case any employee wants to raise complaint without fear of reprisals, procedures have been established. Disciplinary actions do not include wage deductions. However, during the document review, it was noted that the company has a psychosocial risk analysis carried out on February 18, 2024 but the measures adopted for the prevention of psychosocial risk factors have not yet been implemented. Details: 1. Site tour. 2. Employees interview. 3. Internal rules. 4. Grievance procedure. 5. Training provided to employees during hiring. 6. Hiring procedures. 7. Resignation records. 8. Psychosocial risk assessment in February 2024.

← Code area 8.A

Code area 10.A →

Findings: non-compliances

ZAF601410632

Non-compliance

Due 2026-06-03

Code area

9 No harsh or inhumane treatment is allowed

Workplace requirement

9.C Implement, adopt and communicate to all workers a disciplinary policy, and procedures that are fair and appropriate. Keep records of disciplinary processes undertaken.

Issue title

580 - Disciplinary procedures and/or penalties are inappropriate or excessive (e.g. workers are threatened with removal of privileges, assignment of extra work, etc.)

Description

During the document review, it was noted that the company has a psychosocial risk analysis carried out on February 18, 2026; however, the measures adopted for the prevention of psychosocial risk factors have not yet been implemented.

Durante la revisión documental se notó que la empresa cuenta con un análisis de riesgos psicosociales realizado el 18 de Febrero del 2026, sin embargo, aun no se han implementado las medidas adoptadas en prevención de los factores de riesgo psicosocial.

Corrective and preventative actions

Please implement the measures adopted for the prevention of psychosocial risk factors. Root cause: Lack of internal updates to the audit protocol.

Por favor realice la medidas adoptadas en prevención de los factores de riesgo psicosocial. Causa raíz: Falta de actualización interna del protocolo de auditoría.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 9

Code area 10.A →

Local law reference

Mexican Official Norm NOM-035-STPS-2018, 8.1 For the prevention of psychosocial risk factors and workplace violence, as well as for the promotion of the favorable organizational environment, workplaces must:
c) Perform actions that promote the employees sense of belonging to the organization; training for the proper performance of the tasks entrusted; the precise definition of responsibilities for the members of the organization; proactive participation and communication among its members; the adequate distribution of workloads, with regular working hours in accordance with the Federal Labor Law, and the evaluation and recognition of performance.

Norma Oficial Mexicana NOM-035-STPS-2018, 8.1 Para la prevención de los factores de riesgo psicosocial y la violencia laboral, así como para la promoción del entorno organizacional favorable, los centros de trabajo deberán:
c) Realizar acciones que promuevan el sentido de pertenencia de los trabajadores a la organización; la capacitación para la adecuada realización de las tareas encomendadas; la definición precisa de responsabilidades para los miembros de la organización; la participación proactiva y comunicación entre sus integrantes; la distribución adecuada de cargas de trabajo, con jornadas laborales regulares conforme a la Ley Federal del Trabajo, y la evaluación y el reconocimiento del desempeño.

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	There is a suggestion box. Communication Channels, Complaints and Claims Policy / PO-RH-09
Number of grievances raised in the last 12 months	34
Number of grievances resolved in the last 12 months	13

← Code area 9

Code area 10.A →

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 9

Code area 10.B →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Grade: Robust Management Systems The site has documented policies and procedures associated to identify, control, and mitigate environmental impacts that are properly communicated to internal and external stakeholders for the section of Environment 2-Pillar. 2) Resources: Grade: Robust Management Systems The company has an Environmental Manager who oversees site conditions; they have a good understanding of current local regulations to ensure compliance and also demonstrate that the required skills and authorities are addressed to ensure proper monitoring of legal environmental requirements. 3) Communication & Training: Grade: Robust Management Systems The site has an internal training program where the required courses cover the general elements associated with the developed social and environmental compliance system. Last traning was based on the policy and current system implemented. 4) Monitoring: Grade: Some Improvements Recommended The system is monitored through the monthly review of facility management to address the legal environmental requirements applicable for the facility operations, however the site does not yet have the measurement for the reduction of its environmental impacts, with which they must consider the comparison and possible reduction for 2025-2026.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 9

Code area 10.B →

Systems and evidence examined to validate this code section	The facility management maintained legally required environmental documents in place which proved that the operations of the company followed the related environmental regulations. All of the legally required certificates are available and valid during this audit. The annual monitoring report for waste, air and water showed the pollutant discharging is following the applicable environmental regulations. Evidence examined: 1. Environmental risk assessment, if the activity is classified as highly risky performed on July 19, 2023, SMAOT-SGACCSE-DGGA-2162/2023 2. Through the audit process it is confirmed that there is direct air emissions produced at the facility. 3. Hazardous wastes generator registry number ANS1100300069 / 11/EV-0123/09/20 submitted before the Environment and Natural Resources Secretariat. 4. Wastewater discharge permit under the registry number 08GUA121146/12AMDL11 on October 15, 2024 with the local secretary. 5. The water service is provided through concession with a well 4GUA100895/12HMGR94 6. Boundary noise assessment performed on February 27, 2026 by the supplier “AESA AMBIENTAL.” 8. During the introductory training and the policies are posted for worker reference and also they have in lunch area an information board. 9. On-site tour. 10. Workers interviews. 11. Management interview. 12.The site conducted a recognition assessment of all the chemical substances present on the site, with the laboratory "Servicios de Seguridad y Ambiente HF." identifying 31 substances, carried out on January, 2026.

← Code area 9

Code area 10.B →

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	No environmental energy management certificates and according to the Law, the facility has updated the Environmental License under the registry number GFS02611861820 issued on May 24, 2024, by Secretary of the Environment and Territorial Planning of Guanajuato.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

← Code area 10.A

Code area 10.B →

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
10.B. Environment 4-Pillar	10.B.G Establish resource-use targets and a p...	Base code	NC ZAF601410633

Systems and evidence examined to validate this code section	1. The facility has established a written environmental policy performed on January 2024. 2. There is a finding regarding the document review, the site has an Environmental Policy, it has a risk matrix, but it has not outlined its environmental impact objectives and how to reduce them in comparison to 2025-2026. 3. The facility management has implemented an internal Environmental management system which is monitored through the internal controls established. 4. Rodolfo Quintero (Environment and Health and Safety manager) oversees environmental area onsite. 5. The site has an Environmental Operating License permorfed on May 24, 2024 with No. Reg. GFS02611861820. Evidence examined: 1. Energy bills and indicators. 2. Water bill and indicators. 3. Waste internal indicators. 4. Site tour. 5. Management interview.

← Code area 10.A

Code area 10.C →

Findings: non-compliances

ZAF601410633

Non-compliance

Due 2026-08-02

Code area

10.B Environment 4-Pillar

Workplace requirement

10.B.G Establish resource-use targets and a plan to reach them.

Issue title

953 - Site has not established resource targets and/or has not developed a plan to reach them

Description

During the document review, the site has an Environmental Policy, it has a risk matrix, but it has not outlined its environmental impact objectives and how to reduce them in comparison to 2025-2026.

Durante la revisión documental, el sitio cuenta con una Política Ambiental, cuenta con una matriz de riesgos, pero no ha plasmado sus objetivos de impactos ambientales y como reducirlos en comparativa del 2025-2026.

Corrective and preventative actions

The objectives and how to reduce their environmental impacts have not been outlined. Please document the environmental impact objectives for 2025-2026 and your plan to reduce environmental impacts.

No se han plasmado los objetivos y como reducir sus impactos ambientales. // Favor de documentar los objetivos de impacto ambiental del 2025-2026 y su plan para reducir los impactos ambientales.

Status

Open*

Time given to resolve

90 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

* PDF generated at 14:25 (UTC) on 04 May 2026. View this finding on the Sedex platform for live updates and closure details.

← Code area 10.B

Code area 10.C →

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Sustainable material sourcing Responsible use and management of water Packaging optimization
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Not Applicable
Does the site have reduction targets in place to manage climate related risks?	None
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	No
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

Usage/discharge analysis

	Last full calendar year (2025)	**Previous full calendar year (2024)**

← Code area 10.B

Code area 10.C →

Total electricity consumption from non-renewable sources (kWh)	124,800	123,000
Total electricity consumption from renewable sources (kWh)	22,925	22,925
Sources of renewable energy used	Onsite generated	Onsite generated
Types of renewable energy used	Solar	Solar
Total natural gas consumption (kWh)	520,000	520,000
Usage of other purchased fuels	LPG	LPG
Has the site completed any carbon footprint analysis?	No	No
Water sources	Well	Well
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	10,000	10,000
Water discharged	Septic tank	Septic tank
Water volume discharged (m3)	1,000	1,000
Water volume recycled (m3)	0	0
Total waste produced (mt)	0.1	0.2
Total hazardous waste produced (mt)	0.1	0.2

← Code area 10.B

Code area 10.C →

Waste to recycling (mt)	0	0
Waste to landfill (mt)	0	0
Waste to other (mt)	0	0
Total product produced (mt)	1,300,000	1,200,000

← Code area 10.B

Code area 10.C →

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 10.B

Management systems

Explanation for management systems grades	1) Policies and Procedures: Grade: Robust Management Systems The ethics code is formally approved and actively promoted by executive management. It establishes clear ethical standards applicable to all operations and business activities. These rules demonstrate the company's commitment to upholding the highest standards of integrity, transparency, and professional conduct, in alignment with internationally recognized ethical and human rights principles. 2) Resources: Grade: Robust Management Systems The human resources manager has been formally appointed as the person responsible for the administration, implementation, and oversight of the rules. This role has the appropriate organizational authority and resources to ensure effective implementation, monitoring, and enforcement of all ethical requirements. 3) Communication and Training: Grade: Robust Management Systems According to management, all company policies, including the ethics code is communicated to employees during their onboarding/orientation process. Each employee file contains documented acknowledgment of receipt of the Code. In addition, employees confirmed having received information and awareness training on ethics-related topics such as anti- bribery, conflicts of interest, and other compliance-related matters. The Code and related policy information are also visibly posted on company notice boards to ensure ongoing accessibility. 4) Monitoring: Grade: Robust Management Systems The company conducts monthly meetings to review the effectiveness and compliance of grievance and suggestion mechanisms, as well as to monitor adherence to the Ethics rules. Follow-up actions are documented as part of the company's compliance oversight process

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 10.B

Systems and evidence examined to validate this code section	Current Systems: 1. The is a code of ethics implemented. 2. There is a transparent system in place for confidentially reporting and dealing with unethical Business Ethics without fear of reprisals towards the reporter. 3. There is apporpiate permitions relating to ownership. Evidence 1. Suggestion box 2. Ethics Code 3. Property tax payment

← Code area 10.B

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	There is no anti-bribery Management System certificate.

← Code area 10.C

Attachments



Delimited area.jpg



Compressor 2.jpg



Electrical panel.jpg



Convex mirror.jpg



Anti-fatigue mat.jpg



Alarm.jpg



Emergency light.jpg



Electrical substation.jpg



Evacuation Route.jpg



Emergency Stop.jpg



Exit Emergency.jpg



Extinguisher.jpg



Fire pump.jpg



Fire suit.jpg



First Aids.jpg



Forklift load capacity.jpg



Identified containers.jpg



GLP.jpg



Layout.jpg



Lockers.jpg



Identified pipes.jpg



Lunch area.jpg



Main door.jpg



Policies.jpg



Meeting Point.jpg



PPE signage.jpg



Rest room.jpg



Potable water.jpg



Speed Limit.jpg



Smoke Detector.jpg



Safety sheet.jpg



Suggestion box.jpg



Time clock.jpg



Welding machine.jpg

CAP signed.pdf