

Supplier Code of Conduct

GOAL:

The purpose of this policy is to set guidelines, the expectations and to emphasize the importance of securing every part of the supply chain focusing on suppliers.

SCOPE:

The Supplier/Client Code of Conduct applies to all suppliers, subcontractors, clients of Infinito Global Logistics and the company's affiliates (collectively referred to herein as IGL).

GENERAL:

Policy

IGL is committed to the highest standards of business conduct to ensure ethical, legal, and responsible business practices with its partners including suppliers, partners, consultants, clients, 3rd party companies (collectively "Suppliers"). IGL bases its Suppliers relationship on lawful, efficient and fair practices, and Suppliers must adhere to applicable legal and regulatory requirements in their activities for IGL. Suppliers are required to ensure they and their employees, workers, representatives, suppliers, and subcontractors comply with the standards of conduct set out in this Code, all applicable laws and regulations and other contractual obligations to IGL. IGL reserves the right to audit compliance with this Code of Conduct and to require that a Supplier provide supporting data on its supply chain to IGL when requested.

You as a Supplier to IGL, agree to comply with:

- **Labor and Human Rights**

No Forced Labor: Suppliers must not use forced, bonded, or indentured labor.

No Child Labor: Suppliers must ensure that no child labor is employed.

Non-Discrimination: Suppliers should provide equal employment opportunities and avoid discrimination based on race, color, gender, religion, etc.

Freedom of Association: Workers should have the right to freely associate or join unions without fear of retaliation.

Health and Safety: Suppliers are expected to provide a safe and healthy work environment, free from hazards.

- **Ethical Business Practices**

Anti-Corruption: Suppliers must not engage in bribery, corruption, or any form of unethical business behavior.

Supplier Code of Conduct

Fair Competition: Suppliers should compete fairly and not engage in anti-competitive practices such as price-fixing or market manipulation.

Confidentiality: Suppliers should protect the confidentiality of business information and intellectual property.

- **Environmental Responsibility**

Environmental Impact: Suppliers are expected to minimize their environmental footprint by complying with relevant environmental laws, reducing waste, managing resources efficiently, and adopting sustainable practices.

Waste Management: Suppliers should manage waste responsibly, including recycling and reducing the environmental impact of production processes.

Compliance with Laws and Regulations

Legal Compliance: Suppliers must comply with all applicable local, national, and international laws and regulations.

Labor Laws: Compliance with local labor laws, including wage standards, working hours, and benefits, is required.

- **Product Quality and Safety**

Quality Standards: Suppliers must meet the agreed-upon quality standards, ensuring that their products or services are safe for consumers and meet the required specifications.

- **Fair Wages and Working Hours**

Fair Compensation: Suppliers must ensure that workers are paid fair wages that meet or exceed local minimum wage laws and industry standards.

Work Hours: Suppliers should comply with legal limits on working hours and provide fair overtime pay.

- **Monitoring and Reporting**

Audit and Inspection: Suppliers may be subject to audits to verify compliance with the Code of Conduct.

Grievance Mechanisms: Suppliers should provide a system for workers to report grievances or violations of the Code of Conduct without fear of retaliation.

Supplier Code of Conduct

- **Supplier Development**

Collaboration: IGL may work with suppliers to help them improve their practices, such as providing training, technical support, or resources to enhance ethical and sustainable operations.

- **Implementation and Enforcement**

Supplier Agreement: Suppliers are typically required to sign an agreement to adhere to the Code of Conduct and to actively participate in ensuring its compliance.

Consequences for Violations: The supplier code should outline consequences for violations, ranging from corrective action plans to termination of the business relationship in case of serious or repeated infractions.

Concerns and Reporting:

Suppliers are expected to inform IGL promptly of any concern relating to this code of conduct affecting IGL, whether or not the concern involves the Supplier, as soon as the supplier has knowledge of such occurrence and IGL.

Suppliers can report any violation to this policy to the CFO Diego Alvarez by email to diegoa@infinetogl.com or by phone at 956-722-5646 ext. 148 or confidentiality at ethics-hotline@calvarez.com

IGL Forbids retaliation against any person reporting such a concern.

Supplier Code of Conduct Agreement:

Name _____ Signature _____

Title/Position _____

Please sign and return this form to:

Human Resources Department

IGL

1001 Carriers Dr, United Park

Laredo Texas, 78045

Or by email at lilianao@infinetogl.com