



COMMITMENT TO NEUTRALITY

Dear employees and suppliers of Bader de Mexico:

As you all know, we are firmly committed to fulfilling our obligations in all areas of the business in which we participate. Since our founding, we have been characterized by establishing the necessary measures to ensure that our actions and decisions always adhere to national and international processes, standards, and laws. Our employees are the most important asset and the primary reason for our organization's existence; therefore, it is important to reaffirm the labor principles that we must all follow.

Our Code of Conduct and Labor Neutrality Policy are aligned with Mexican laws and international standards. Accordingly, Bader de Mexico will always respect and uphold the right of individuals to freedom of association and assembly, as recognized by the Political Constitution of the United Mexican States, the Federal Labor Law, and the International Labour Organization's clauses 87, 98, and 190.

We are firmly committed to respecting and taking the necessary measures to ensure that all our employees can exercise their right to join or not join a union, be part of or establish a union or other worker organization of their choice, and to negotiate collectively in favor of their interests and rights.

As a result and through this document, we reaffirm our unwavering respect for the right of all individuals to freely conduct their legitimate union activities, to which, as a company, we will remain completely neutral.

Our commitment is to ensure that all our employees have the necessary information to understand and freely exercise their rights to association and collective bargaining in accordance with the law. Bader de Mexico will not practice, will not allow and will tolerate discrimination, threats, violence, intimidation, or retaliation of any kind against employees or their representatives due to their affiliation, affinity, or union activity.

We reaffirm our principles of neutrality and respect for:

1. **Freedom of Association and Collective Bargaining:** We respect and defend the right of all individuals to exercise their freedom of association and collective bargaining. We communicate this right, as expressed in the law, so that they can, if they chose to, form, join and participate in unions or other labor organizations of their choice without fear of retaliation. We are committed to not interfering in the formation or union affiliation of employees and to maintaining respect for their autonomous decisions in this regard. Bader de Mexico, its officials, and executives are instructed to refrain from taking any position regarding the unionization or non-unionization of employees and to sanction those who do.



2. **Inclusion and Non-Discrimination:** We will never participate in acts of discrimination, violence, or retaliation against employees who express their preference or union affiliation. We condemn any act or threat of obstruction, intimidation, or corruption to influence a vote, improper surveillance, or any internal or external activity that could negatively impact their labor rights to freedom of association and collective bargaining. We will act in accordance with the law against anyone who engages in such acts that directly affect labor rights, freedom of association, or call into question this truthfulness before our employees.
3. **Union Neutrality:** We will respect the free decision of Bader de Mexico employees to form, join, withdraw from, manage, abstain from voting or vote for the union or trade union that best suits their interests, and it is the firm commitment of the organization, its officials, and executives to remain neutral in this decision.
4. **Non-Interference and Zero-Tolerance Policy:** Our Code of Conduct and regulations require our representatives, officials and executives to enforce a zero-tolerance policy against any act considered retaliation related to the exercise of the rights of freedom of association and collective bargaining, as well as any intimidation by or against the company's workers. We will have zero tolerance for such acts and will sanction anyone responsible, regardless of their position or institutional hierarchy. We reaffirm our commitment to avoid harassment of our employees due to their preference or union affiliation.
5. **Good Faith Negotiation:** The company is committed at all times to actively and transparently facilitate collective bargaining processes as established by law, always maintaining integrity and good faith in all interactions between Bader de Mexico and its workers.

Bader de Mexico, and particularly its representatives, rely on the cooperation of each member of this organization to keep this commitment alive in the company, which is the unwavering respect for the aforementioned principles to always prioritize the freedom of association and collective bargaining of workers.

We invite you to report any irregular condition or conduct within our facilities that violates your collective and labor rights through our Global Complaint System at this electronic address: <https://Bader-leather.complaints-office.com> or use our "Bader Te Escucha" System at <https://www.teescucha.mx/Bader>. You can also leave a voice message at +52-477-462-0448.

Your report will always be confidential.

Fernando Caccia
CEO Bader de México