

MEXICO CITY, JUNE 2018

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## **Quality, Health, Safety, Environmental Performance, Human Capital and Linkage with Stakeholders**

Genomma Lab is a Mexican company dedicated to the development, manufacture and commercialization of nonprescription medicines and personal care products; focused in the health and the well-being of our consumers, exceeding their expectations, incorporating social responsibility and sustainability in all our processes.

Through this Integral Management Policy, the company acknowledges the value of its human capital and commits, from the organization's highest level with: quality, the physical and mental well-being of its employees, environmental performance, social engagement, ethics, transparency and profitability in every step of its management. Focusing on the following interest groups:

**CLIENTS AND CONSUMERS;** To offer products that meet all quality, regulatory and legal applicable requirements. The company is committed to the satisfaction of our consumers and clients, through the continuous improvement of our processes throughout the supply chain, which covers from the suppliers to the consumers, ensuring product availability, as well as customer service, during and after the acquisition of our products.

**EMPLOYEES;** To acknowledge employees as the most important element in the value chain. Promoting the well-being of our people as an essential part of the organization, developing their talent, respecting equal opportunities, diversity, inclusion, and human rights within legal framework, with a zero-tolerance philosophy on discrimination, violence and/or harassment issues.

To ensure the physical, mental and social well-being of our employees, warranting a safe work environment, that allows the reduction of the environmental impact of our operations, achieving the applicable legal framework and in favor of continuous improvement. Not allowing conducts and/or unsafe terms that may cause incidents, accidents or workplace diseases.

**SOCIETY;** To conduct our business goals, in all our operations sites in an ethical manner and improvement the linkage with our stakeholders, particularly with the neighboring communities, contributing with the Sustainable Development Goals and the Sustainability Model of the company.

**ENVIRONMENT;** To take care of the natural resources and minimize the environmental impact of all our operations, achieving the applicable in force regulations, preventing soil, water and atmospheric pollution; thus, developing our activities in a responsible and sustainable way.

**SHAREHOLDERS;** To guarantee the financial sustainability of the company, in a transparency and legality framework, ensuring the lasting success of the company and the generation of profitability for our shareholders; in such a way that they continue trusting us.

This Integral Management Policy will be annually reviewed and communicated to all employees.

MÁXIMO JUDA  
CEO, GENOMMA LAB

