



# CODE OF ETHICS

CORPORACIÓN PIPSA

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# Our History

CORPORACIÓN PIPSA



Corporacion PIPSA is a top lead recycling company which was founded in 1959. We are committed to the environment and continuously strive to meet the same environmental standards as the ones set by our counterparts in North America and Europe.

PIPSA builds a greener future by taking part in different international environmental conferences, staying up to date with the latest technology in environmental safety.

Our recycling plant is located outside of Monterrey, Mexico. PIPSA also has a subsidiary in Laredo, Texas with the ability to receive and store lead related materials.

CORPORACIÓN PIPSA



# Introduction

# Executive Message



Rodrigo Villarreal Chavez  
*Chief Executive Officer*

*The administration presents guidelines  
for the company and its employees*

CORPORACIÓN PIPSA

"Integrity, honesty, collaboration, responsibility, and respect are core values at PIPSA. Without these, our goal of growing our economic and social worth would fail.

PIPSA's code of ethics drives our actions, and no one in the organization is above it.

Our code of ethics' objective is to serve as a tool that guides us on making the right decisions, always sticking to our core values. The entire PIPSA family must adopt this code, cherish it, and encourage it; keeping in mind that whoever does not follow it should be reported, regardless of their role.

Integrity takes place when we do the right thing, regardless if someone is watching or not.

I ask for your support and commitment to continue improving our social and economic conditions through excellence in our job performance."

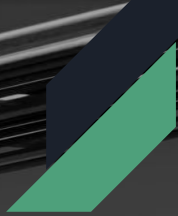
# Code of Ethics Objective

Our code of ethics' objective is to present in a detailed written manner, the policies and principles of our company's culture, that guide any action relevant to Corporacion PIPSA.

# Scope

This code applies to each individual, including Administrative Board, Suppliers, Clients and Subcontractors.

CORPORACIÓN PIPSA

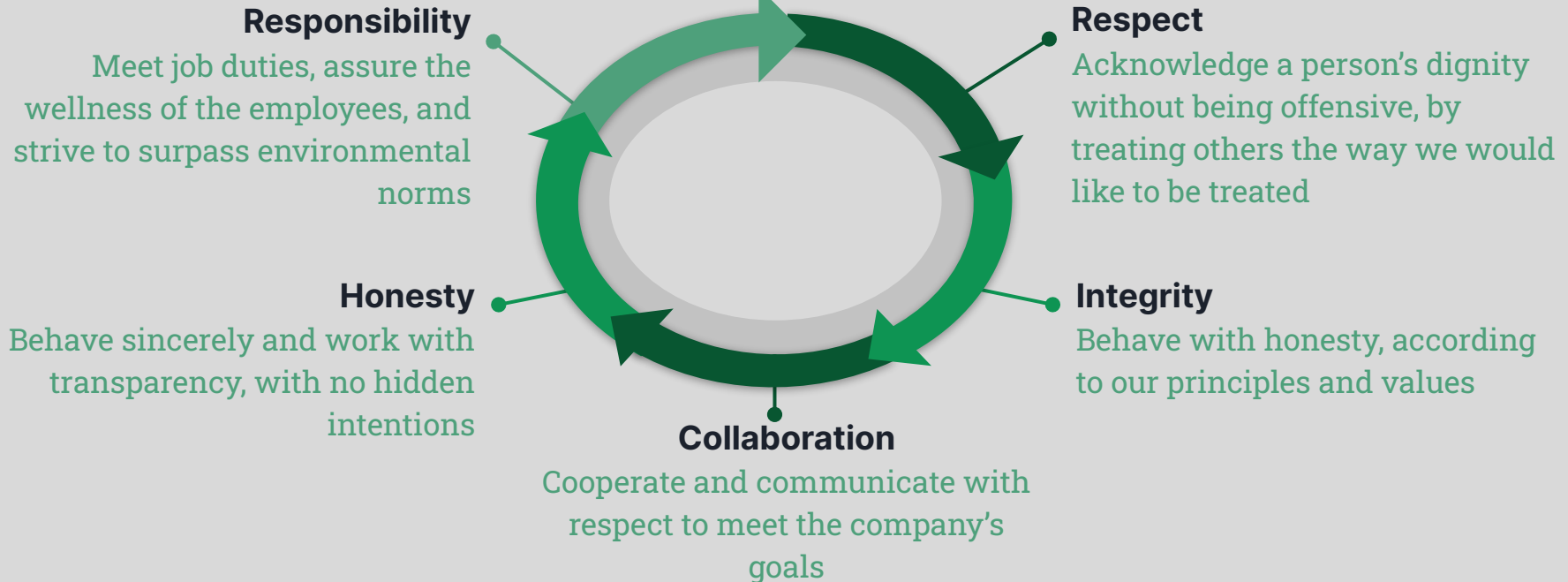


# Mission and Values

## Mission

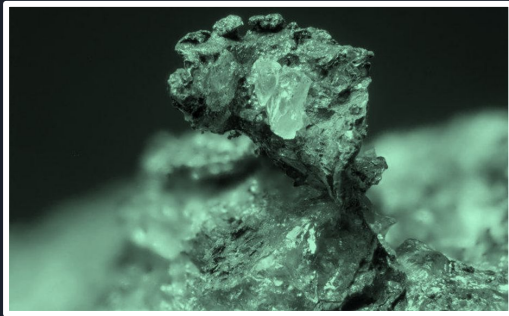
Build a greener future through recycling, while prioritizing the safety of our employees

## Values





# Healthy Work Environment



CORPORACIÓN PIPSA

A healthy work environment is made possible by meeting the safety and hygiene norms. However, numerous factors also impact the integrity of a healthy work environment. Adhering to the company's values is key, as if employees don't follow these, the company would lose its identity in addition to being a legal obligation.

*A healthy work environment is crucial for  
employee's performance, and satisfactory  
outcomes*

# Environmental Responsibility



*Top lead recycling company with  
over 60 years of experience*

CORPORACIÓN PIPSA

We strive to give the highest product quality, while achieving highest environmental certifications and safety regulations for our employees.

- Certified with ISO 9001:2015
- Recognized by London Metal Exchange as secondary Lead Producer

# Business Policy



CORPORACIÓN PIPSA

Our company's policy consists of caring for our employees and our community, while seeking continuous improvements of environmental and work conditions.

At Corporacion PIPSA, respect is key. Acknowledging other people's dignity, while treating others the same way we would like to be treated promotes a healthy work environment.

This organization is guided by respect, honesty, integrity, collaboration, and responsibility. With these values in mind, we work together towards our goal: To maximize our capacity to recycle and produce via constant innovation.

# Code of Conduct

CORPORACIÓN PIPSA



The labor performed by each employee represents a development in their area and in the business. To PIPSA, it is imperative that its members act with personal and professional integrity, as they are representing the company, regardless if they are inside or outside the company's facilities.

The code of conduct objective is to help prevent possible code violations from any member of Corporacion PIPSA. By setting the expectations and standards, this code guides the company's behavior, while it also provides a guide on how to handle possible labor and human rights violations, as well as its consequences.

# Code of Conduct

CORPORACIÓN PIPSA



All business activities must align with the company's values, rules, and laws

- Every person, regardless of their gender, race, age, position, religion, physical condition and health, sexual preference, or personal conviction should be treated the same way, without discrimination or attacks
- Every asset that belongs to the company, as well as the resources provided to the staff to perform their duties, should be used respectfully and carefully
- Every employee is responsible for following the safety protocol that they learned during their orientation

# Code of Conduct

CORPORACIÓN PIPSA



All business activities must align with the company's values, rules, and laws

- Due to the company's industry, every employee that enters the manufacturing area must wear personal protective equipment, such as, but not limited to, MSA mask, safety goggles, industrial shoes, coat, and other equipment depending on their individual role
- The use of alcohol, drugs, or other substances inside the company is strictly prohibited, and is a legal reason to terminate one's employment with the company

# Code of Conduct

CORPORACIÓN PIPSA



All business activities must align with the company's values, rules, and laws

- The company's property should be used only for the duties described on each employees' job responsibilities
- Any action that could present a threat to the company's assets will be considered a violation of the code of conduct
- Any act of sexual harassment or violence is strictly prohibited and sanctioned, and is a legal reason to terminate one's employment with the company

# Code of Conduct

CORPORACIÓN PIPSA



All business activities must align with the company's values, rules, and laws

- Every employee at Corporacion PIPSA must maintain absolute confidentiality on internal information not open to the public, including but not limited to information about the company, suppliers, and clients
- All employees must respect the business hours indicated by their managers
- Each employee is responsible for following the safety signs and norms



# Code of Conduct Violations



# CORPORACIÓN PIPSA

At Corporacion PIPSA we adhere to our values: respect, integrity, responsibility, collaboration, and honesty. A potential violation to our code of ethics and to our code of conduct will not be overseen. Actions that threaten the company's integrity will have a consequences.

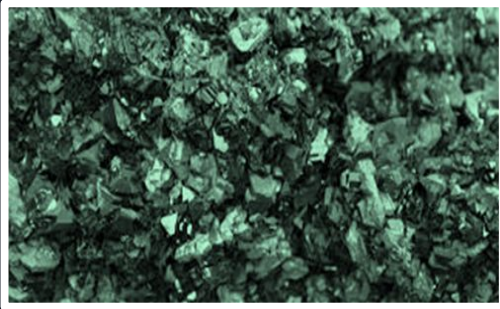
## What to do in this scenario?

- Inform the person that his/her act has offended you
- If there is no improvement, report to a team leader about the situation, so the leader can discuss with the individual
- In case the lead's chat with the individual does not have a positive result, report to the Human Resources department
- If none of these options have an positive result, report directly to the Chief Executive Officer



# Conclusion





The code of ethics allows us to be transparent with PIPSA's values and objectives. At the same time, it provides guidelines to develop and maintain a healthy work environment based on employee safety and wellness, our commitment with the environment, and on healthy staff relationships.



## Contact

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