



BUSINESS CODE OF ETHICS INJECTION ALLOYS MEXICO

April 01st 2026

Our Commitment

We conduct business with **integrity, honesty, and transparency**. We have a zero-tolerance approach to bribery, fraud, and any form of corrupt behavior, whether committed by employees, officers, business partners, or third parties acting on our behalf.

Expected Behavior:

- Act honestly and ethically.
- Follow all applicable laws.
- Avoid conflicts of interest.
- Treat others with respect
- Protect confidential information.
- Keep accurate records.

Standards of ethics in work-related activities:

- **Conflicts of interest:** Employees must not have any financial or other relationship with any supplier or client that may conflict with the employee's obligation to act for the benefit of Injection Alloys.
- **Gifts, meals and hospitality;** Ours employees are prohibited from accepting gifts of cash or cash equivalents, as well as travel and otherwise expensive gifts, when acting on behalf of the Company, It is accepted that, as a result of the business relationship, gifts, meals, and modest hospitality may be granted to clients, suppliers, or other business partners of Injection Alloys.
- **Bribery:** Ours employees must respect anti-corruption laws and are prohibited as Injection Alloys representatives from engaging in bribery directly or indirectly, to any government official or customer contact due to any improper facilitation payments.
- **Information protection:** Ours employees must protect confidential customer information. If a client's confidential information is shared by mistake, the contact involved must be immediately notified to request that they refrain from disclosing the information.
- **Financial records:** At Injection Alloys, records must be kept of all matters related to the commercial relationship with clients and suppliers.
Accounts payable and accounts receivable records must be accurate and show all matters related to business relationships with customers and suppliers.

Definitions

- **Bribery:** Offering, giving, receiving, or soliciting anything of value (monetary or otherwise) to improperly influence a decision or secure an advantage.
- **Facilitation payments:** Small, unofficial payments made to speed up routine government actions.
- **Conflicts of interest:** Situations where personal interests interfere with professional duties or decisions.
- **Improper gifts or hospitality:** Excessive or inappropriate offers that may create undue influence or the appearance of corruption.



The Steel Treatment Experts

Reporting: You can report through any of the following:

- **Manager / Supervisor**
 - **CEO**
 - **Email:** mx@injectionalloys.com
 - **Phone / WhatsApp:** +52 462 1521437
- ✓ You may report **anonymously** if you prefer

No Retaliation: You are protected.

- No one will be punished for reporting in good faith
- The business relationship will not be affected by an honest complaint.

What Happens Next

- Your concern will be reviewed promptly
- If needed, an investigation will be conducted.
- Appropriate action will be taken.
- Information will be kept confidential as much as possible.

Your Responsibility: If something doesn't feel right:
Report it. Don't ignore it.

Simple Rule

"If it's not legal, honest, or fair — don't do it."