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CODE OF ETHICS

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Our Code of Ethics

Having in your hands the Code of Ethics of Avocados La Bonanza is of great importance for those of us who belong to this Company: it is the presentation of the Norms that lead our daily work and influence our actions. To keep in mind each of these standards means to evaluate the way we conduct ourselves and live our culture as part of this organization.

The standards, norms, and values are the reference framework with which we determine whether an action is correct, therefore being the ethical basis of our behavior.

Taking into account the above, the Code of Ethics means the commitment of each of us to live the guidelines that determine how we should proceed; more than a text, it is the document that sets the tone to behave in a particular way and thus reflects the culture of Avocados la Bonanza.

Presentation

This Code of Ethics aims to establish the principles of our Corporate Culture, expanded basic structure, complemented and updated with all the staff of companies, while allowing us to expand and specify some points that we have decided to develop in attention to the comments and suggestions of our collaborators.

We proudly present the Code of Ethics.

Objectives of the Code of Ethics

The Code of Ethics is the expression of our Company's commitment to maintaining the highest ethical standards in the performance of its members.

The Code recognizes and harmonizes the moral principles, the Laws of our country, the regulations applicable to our company, as it is embedded with the aim that all of us who stick to it will make proof of flawless behavior.

Our mission

To be the best packer and distributor of Mexican avocados, based on reputation, high quality and safety systems, ensuring the achievement of the objectives set by the company and its personnel.

Our vision

To export the healthiest, cleanest, and highest-quality avocados while offering attractive production costs in the domestic and international market. All this with competitive prices to meet the demands of our customers.



Our values

- Discipline
- Work
- Tolerance
- Fellowship
- Punctuality
- Responsibility
- Honesty
- Teamwork

Discipline

It is the coordination of attitudes to develop specific skills; to follow a certain code of habits to achieve a goal.

Work

It is a value that represents you as a complete, self-respecting person, knowing what you are worth as a human being before all people, as long as you believe in yourself and take responsibility for your actions.

Tolerance

It is the acceptance of the diversity of social, cultural and religious opinions and the ability to listen and accept those of others, valuing the different ways of understanding life, as long as they do not violate the fundamental rights of the person.

Fellowship

It is a reciprocal affection among people, creating a bond of trust which is born and strengthened based on coexistence, trust, and accepting people with their flaws and virtues.

Punctuality

It is the effort to be in time in the right place, to fulfill obligations and/or activities without distractions, delays or obstacles.

Responsibility

It is the ability of the human being to measure and recognize the consequences of an act that was carried out with full awareness and freedom.

Honesty

It is the human quality that consists in acting accordingly to what you feel and consider to be true, accepting and assuming your mistakes responsibly. Honesty makes people trustworthy.

Teamwork

It is a set of people who organize in a certain way to achieve a common goal.



Our Business Conduct

- Stewardship
- Customer Service
- Quality
- Development of our market

Stewardship

It is the awareness that with our performance we project to the world who we are.

Customer Service

Our customers are the fundamental reason for our activities.

Our customers must be cared for with respect, seeking their wide satisfaction at all times.

Quality of our product

Our Company guarantees that the product we offer meets the 100% of quality and safety standards, always providing the best customer service.

Development of our market

The company has established itself as a leader in the avocado sector, participating in the foreign market always offering a product of the highest quality. This has led us to have presence and direct sale with various world-class customers.

I adhere to established standards.

All personal activity must be carried out in compliance with the rules, laws, regulations and policies in force.

Integrity.

It is the congruence between what we say and what we do, always pretending an ethical attitude. In our interest, we treat our customers, suppliers, authorities and collaborators in a respectful, cordial and collaborative manner, seeking harmony between the individual and the company.

Departmental Principles

Human Resources

Those who operate within the Company are first and foremost people who have:

Ability to assess situations, suggest solutions, and make decisions.

Ability to answer for their actions.

Ability to treat others as they expect to be treated.

**Heads**

It is the staff with command and authority, who must give guidance to the work and delegate tasks.

Bosses are responsible for monitoring the existence of an adequate working environment, promoting personal development, so that their subordinates achieve their highest level of performance.

The directors in the Company are the highest representatives of our Corporate Values and are the ones who must, above all, respect, promote and monitor that their actions and that of those who make their team adhere to the highest ethical concepts.

The abuse of authority is absolutely prohibited.

Equal

Those who act within the Company are people who have as a common denominator the will to share the concerns and objectives of acting and growing as a team.

Subordination

Those who execute and realize the objectives of the Company, are under the guidance and guidance of a boss, and understand the need and importance to act and grow as a team.

Decent work (According to the LFT)

It is understood as decent work the in one that fully respects the human dignity of the worker; there is no discrimination on the basis of ethnicity or nationality, gender, age, disability, social status, health status, religion, immigration status, opinions, sexual preferences or marital status; social security access is available and a remuneration is levied; continuous training is provided for increased productivity with shared benefits, and optimal safety and hygiene conditions are available to prevent work risks

Responsibility

Fulfilling obligations and accepting the fact that the results of what is done or said rest with oneself. Awareness about the consequences of everything we do or stop doing about ourselves or others.

Social Responsibility

Aspire to a better world and believe that you can contribute to it with daily actions. Conscious and consistent commitment to meet the company's raison d'etre, demonstrating respect for people, values, community and the environment, thereby contributing to the common good.



Commercial

With Customers

The decisive factor that leads a Client to choose one company over another, is the degree of trust that company has generated over time, which is achieved:

1. By offering friendly treatment and exemplary service.
2. By providing the information the client requires
3. By providing honest and respectful treatment, which means fully complying with what we have committed to.
4. By accepting orders within our capabilities.

With Suppliers

By those who act within the Company, the one who generates or maintains a relationship (whether personal or business) with all suppliers and that may constitute a conflict of interest or even affect the objective judgment to be issued must be avoided.

Finance

With the Company

The efficiency we want at the Company involves:
Effective and efficient management.
Proper allocation and management of resources.

Code of Ethics

This Code provides the basic guidelines to help all Company staff make ethical decisions. It will never be excessive to state that all our decisions and actions should reflect our Company's Mission and Values, and that behaving ethically can be critical to our success in today's business world.

Law Enforcement

We must fully comply with all applicable laws, rules and regulations that apply to us.

Use and Management of Information

Unauthorized disclosure of internal information of the Company by any means except that required by the authorities is prohibited, and this may only be provided by the areas and persons authorized by each director.

Privacy of Information of Those Acting Within the Company

The Company retains only those data of those who act in the Company and which are indispensable for corporate, legal or contractual reasons, and limits access to such information only to authorized persons.



Privacy of Customer and Supplier Information

Commercial dealings with Customers and Suppliers and information about their past operations and/or transactions, present or future, may only be used by persons authorized by the CEO.

Conflict of Interest

The conflict of interest arises primarily when the interests of the Company, personal interests and, where appropriate, those of third parties come into play.

Our external relations must be conducted in accordance with our policies and procedures, thus eliminating any situation that may become a conflict of interest.

It is not permitted and considered an action contrary to the present, to motivate direct or indirect participation, through any legal relationship of the spouse, relatives by inbreeding or by affinity of those who act in the Company, unless expressly authorized by the Directorate General.

Business Opportunities

No member of the Company may take advantage for himself or for the benefit of any other person or organization, of the acts or activities that have been developed, are being developed or will develop in the future, on the occasion of the operation of the Company, which has been made aware of the assigned functions.

Likewise, those who act within the Company must refrain from obtaining, using, copying, modifying or disseminating reserved or confidential information, for obtaining personal benefits for themselves or for third parties.

Information, Systems and Procedures That Are Considered Company Property

All information and documents contained in the software packages and in general in the systems and processes generated and developed by those who act within the Company are the exclusive property of the company and, therefore, is considered reserved and confidential information, so, on this there is an absolute duty of secrecy.

Responsibility in the Management of Goods and Relative Records

The staff of our Company who are responsible for producing financial reports must perform with fidelity and precision. Any act or omission, resulting in misinterpretation of financial information, should be avoided.

Company Assets

Any person who has access, use, power or expresses authorization of disposition on the Company's property, as well as its records, merchandise, cash, securities, and restricted use material, is personally responsible for its custody.

Rules on Political Activities

Company funds may not be used personally or collectively for purposes other than those authorized by the Company.

It is expressly forbidden to make any type of proselytism in and around the workplaces, both during working hours and outside the Company.



Company Goods Policies

The Company's assets shall not be used for personal gain or for unauthorized purposes, and are the responsibility of the person who is responsible for them and who uses them.

Computer Systems

Computer systems are essential for the Day-to-Day Operation of the Company. It is essential that equipment, programs and systems, as well as the access, processing and storage of data, be adequately safeguarded and used exclusively for authorized purposes.

Both systems and programs, as well as email and voicemail, are goods at the service of the Company and may only be used for the purposes and purposes defaulted by it.

No worker may install non-institutional programs on his computers.

No modification should be made to the contracted software, except for the adaptation for the best performance of the Company, previously authorized by the Systems Area.

Unauthorized system or program development should not be performed.

The internal development of computer equipment, systems and programs, by employees, for the planning and execution of the Company's activities, are the property of the Company.

Conduct that May Constitute a Property Crime

Any act or omission that may constitute a property offense against the Company must be reported, identified and investigated.

Alcohol, Drug and Energy Use

The Company strictly prohibits its employees from consuming, possessing, selling, attempting to sell, transporting, distributing, or manufacturing drugs or any other controlled substance, regardless of its size or volume, as long as they operate during working hours and are within the Company's facilities, or vehicles.

Anticorruption

Corruption can be presented in a variety of ways: bribery, gifts, meals, travel, entertainment, loans, donations, political contributions, or job offers. These means may be misused to attempt to influence trade decisions or government actions.

Regardless of the way, we do not bribe or use any other mean to inappropriately influence the decisions of customers, potential customers, or governmental officials.



We do not offer or deliver bribes directly or through third parties. We do not bribe in situations in which it may be a generally accepted practice, (when competitors do, for example) or for any other reason. Although it seems obvious, we also do not receive bribes or other ways to influence our business decisions.

As collaborators of **Aguacates La Bonanza**, regardless of hierarchical level, we must encourage permanent actions to prevent acts of corruption. Failure to comply with anti-corruption laws leads us to severe civil and criminal punishments,, which jeopardize the reputation, hard work and businesses of **Aguacates la Bonanza** and its staff.

Environment

The Company is strongly committed to protecting and preserving the environment. All employees of the Company must comply with the legal provisions in this regard, whether local, state or federal.

Threats and Violence in the Workplace

Physical violence or threats in the workplace must be reported and addressed immediately and in accordance with the respective procedures.

The Company prohibits possession of any type of weapon in the workplace.

Equal labour and non-discrimination

Equality concerns the protection of civil rights of employees, and equitable access to business benefits and benefits. Considering that equality is a fundamental part of our corporate philosophy, we always seek to provide equal opportunities and treatment, in a diverse and inclusive work environment, both for current and future staff.

Our recruitment, selection, training and development processes are based on the competencies of the employees, as well as the ethical conduct and adherence to the legality they demonstrate in performing the functions or tasks for which they were hired, and not on some criteria that could be discriminatory.

Aguacates La Bonanza will promote equal opportunities and development for all staff.

It is explicitly forbidden to request pregnancy and HIV testing from any candidate or to request information about sexual orientation. We promote the inclusion of vulnerable people within the labour market.

It is the task of all the people who work in **Aguacates La Bonanza** to foster a working environment of respect and equality, a humanitarian atmosphere of open communication and a workplace free from discrimination, sexual harassment and other forms of intolerance and violence. In the whole company, process, function or task at work and in business events of an institutional, sports and recreational nature, an attitude of ZERO TOLERANCE to discrimination in any of its manifestations must prevail. We do not allow discrimination based on race, color, religion, sex, sexual orientation, age, national origin, marital status or disability.

Forced Labor, Sexual Harassment and Harassment.

Following up on our commitment to the well-being of our people, forced labor, sexual harassment and harassment are behaviors that we totally reject in **Aguacates La Bonanza**.



Sexual harassment materializes when there are physical, verbal or visual abuse, requests for sexual favors, and other sexually oriented behaviors that are offensive or unwanted to the recipient, including but not limited to derogatory or suggestive comments, slander, gestures, drawings, photos, images, or offensive cartoons.

In **Aguacates La Bonanza** no original and personal documentation from any collaborator is retained.

There is harassment in behavior when:

- Subjection to such behavior is an explicit or implicit term or condition of employment (e.g., promotions, training, schedule compliance, or out-of-hours assignments).
- Submission to such behavior or rejection is used as a basis for making employment decisions (hiring, promotion, termination).
- The behavior has the purpose or effect of interfering with a person's job performance or creating an intimidating, hostile or offensive work environment.

Each immediate or collaborating boss must be conducted ethically and socially responsible to his staff, as well as to third parties on behalf of the company.

Freedom of Association

In **Aguacates La Bonanza** all people have the right to express themselves and to associate freely for any lawful purpose if this is in an appropriate environment and in accordance with this Code of Ethics.

Ethics Committee

It is the body appointed by the Board of Directors of the Company responsible for:

- Establishing ethical and behavioral policies and guidelines.
- Monitoring due compliance with this Code of Ethics and the policies established by it.
- Sanction violations of this Code of Ethics within the relevant internal labor principles.

Decalogue

1. To keep the Code of Ethics as a guide to the company's action our Vision and Mission.
2. To promote and respect our Business Values and Ethical Principles.
3. To exercise our activities in adherence to our Principles of Conduct and Departmental Principles.
4. To seek customer satisfaction with our product.
5. To maintain with our suppliers a professional and respectful relationship, making decisions based on the merits of the product.
6. To properly take care for and use the assets and resources of our Company.



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7. To respect laws, regulations, and regulations.
8. To avoid establishing relationships that involve conflict of interest.
9. To safeguard the confidential information of our Customers, Suppliers and Collaborators.
10. To actively participate for the dissemination and compliance of the Code of Ethics.

Uruapan Michoacán, May 13 2020

Gustavo Rivas Benitez

CEO



Reporting mechanism

Any unlawful or unethical conduct must be reported as soon as possible in accordance with the following procedure.

Procedure for filing a complaint for violations of the Ethics Code:

1. The complaint may initially be submitted to the immediate chief. This can be the act of a free writing describing the facts or the use of the suggestion format, (one side of the suggestion mailbox is available).

2. In the event that there is no satisfactory response or if the affecter person prefers it that way since the beginning, the complaint must be filed with senior management, the suggestion box, or to the Sugerencias@labonanza.mx mailing committee (this directly member to all Ethics Committees for immediate and immediate).

3. The Ethics Committee shall address any complaint within a maximum period of 7 working days, ensuring confidentiality and expedited response; according to the nature of the reported situation. In the case of an account that some unlawful or unethical conduct (performed by collaborators, customers or suppliers or suppliers related to the operation of the company) on its occasion works two of the knowledge of some avocado collaborator **Aguacates La Bonanza** and has not been reported; the latter will be charged with enconade, remaining a provision of the discharge, as well as the civil authorities.

All reports of alleged staging's to this Code of Ethical Sotic Necilos treated with the care and confidentiality necessary to protect the person or group of persons who report such violations. In no case will there be anyone against anyone for having been of good conduct that is going through a violation of any law, or this code.

4. For third parties may make suggestion or page report this code through our website <http://labonanzaavocados.com/home/>.



COMMITMENT LETTER

I hereby acknowledge have fully read the Code of Ethics of **Aguacates La Bonanza** and that I understand all its terms in relation to the mission, vision and values that govern this company, the relationship with their stakeholders, the commitments we have for the enforcement of the law, the management of information, as well as our position in the face of conflict of interest, showing zero tolerance to acts of corruption.

I also understand that we must compete fairly, protect, and monitor compliance with human rights, practice in labour equality, combat forced labour, as well as respect and be proactive with our environmental and social responsibility posture.

I declare that I have identified the reporting mechanisms and possible penalties in case of non-compliance with this Code of Ethics.

I understand that the Code of Ethics establishes the ethical framework and guidance of conduct that I am obliged to observe in the development of my functions or activities; I accept it as an internal rule and am aware of the responsibilities that come with the breach of this document.

I undertake to report any violating act of this the Code of Ethics, doing so with objectivity and respect; for the sole purpose of contributing to a healthy, productive and harmonious work environment, free from discrimination and violence of any kind.

Finally, I am aware that the Code of Ethics of **Aguacates La Bonanza** is published on its website, and that I must consult it in case of any doubts related to my conduct or that of my colleagues. I also declare to understand and accept the labor sanctions that the company applies if I incur on a contrary behavior of what is expected from me as a collaborator of **Aguacates La Bonanza**.

Name, position and signature

Date: _____