

## CODE OF CONDUCT AND SUPPLIERS EVALUATION:



As an organization that operates in a global market, it is very important that commitments and values are accepted and respected by all members (external and internal) of the organization that participate in the supply chain.

And for that matter our suppliers are selected taking care of criteria such as maximum quality, ethical codes, environmental protection, health and respect of human rights.

Only through sustainable development and protecting all links in the supply chain we will achieve to create a competitive and fair market.

Therefore, our organization has decided to become a partner of the Business Social Compliance Initiative (BSCI) of AMFORI, organization specialized in guaranteeing the improvement of the work conditions in factories all over the world, following the recommendations of the World International Organization (WIO).

Our commitment is not limited to the acceptance of this code of conduct, we also demand an annual supplier audit by AMFORI auditors and appropriate working conditions.

Moreover, XTI carries out an important task of training and awareness to our suppliers in regards of the Corporate Social Responsibility, as well as personal advising and help in the elaboration of improvement and remediation plans.

The principles built in XTI values and of mandatory compliance by our suppliers are the following:



### The rights of freedom of association and collective negotiation

Our company respects the right of workers to form labor unions or other kinds of worker associations and to initiate collective negotiations.

### Fair remuneration

Our company respects the right of workers to receive a fair remuneration.

### Health and security at workplace

Our company guarantees a healthy and secure work environment, evaluates risks and takes all necessary measures to eliminate or reduce them.

### Special protection for young workers

Our company offers a special protection to all young workers.

### No to forced work

Our company does not tolerate any kind of forced slavery, trafficking of workers or not voluntary work.

### Ethical corporate behaviour

Our company does not tolerate any acts of corruption, extortion, misappropriation or subornation.

### No to discrimination

Our company provides the same opportunities and does not discriminate workers.

### Decent workday

Our company respects law in regards to workday.

### No to children work

Our company does not hire any worker below minimum legal age.

### No to precarious work

Our company hires its workers through documented contracts according to legislation.

### Protection of environment

Our company takes the necessary measures to avoid environmente.