

January 2023

Version 1

SUPPLIER CODE OF CONDUCT

R&G seeks to be a good corporate citizen in its dealings with suppliers where we operate throughout the Americas.

To ensure alignment across our suppliers, the R&G Supplier Code of Conduct sets out the minimum standards expected of R&G's suppliers, so they act ethically, responsibly, and in compliance with applicable laws and regulations. They reflect unique, non-negotiable standards. For R&G, integrity means a commitment to zero tolerance of fraud and corruption.

This Code is required to be applied by R&G's suppliers and subcontractors, including providers of contract labor, at a minimum. They serve as a compass for us to behave and make decisions based on integrity, commitment and transparency.

Here at R&G, we are committed to the highest standards of social and environmental responsibility, and we aim to operate with high ethical business standards and integrity. We expect our suppliers and business partners to share our beliefs and uphold our social, environmental, and ethical standards. They will act responsibly toward their stakeholders.

Roberto Paz
CEO-Founder

R&G may disqualify any potential supplier or terminate any relationship with a current supplier that has failed to

Ethics and Business Conduct

Suppliers to **R&G Telecomm Group** are expected to behave ethically and with integrity in all business transactions. As such, they shall:

- Uphold standards for fair business practices, including accurate and fair competition.
- Strictly prohibit the payment of bribes, kickbacks, facilitation payments, illegal political contributions, or other illegal or illicit payments or consideration for any reason, including the waiver of penalties or fines or the receipt of any other items of value, special benefits or gifts, whether provided directly or through a third party such as a distributor, customs broker, or other agent.
- Prohibit financial or professional conflicts of interest.
- Ensure that workers can report concerns or illegal activities in the workplace without threat of reprisal, retaliation, intimidation, or harassment.
- Prevent improper use of intellectual property, including disclosure of confidential or sensitive information, including pricing, strategy, and employee information.
- Maintain an environment of transparency and keep accurate books and records.
- Suppliers shall respect internationally proclaimed human rights by not tolerating human rights abuses of any kind.
- Suppliers will provide a safe and healthy work environment and fully comply with all safety and health laws, regulations, and practices.

- We expect our suppliers to adhere to all applicable environmental laws and regulations and to adopt environmentally sustainable practices. And its commitment and in this way, we can work towards protecting the environment, conserving resources, and continuously improving our environmental performance.

In the spirit of the standards reflected here, we encourage anyone to report any conduct known or believed to be in violation of R&G's policies, guidelines, or applicable law through our confidential mail confidencialchannel@rg.team that is managed by Ethic committee. We can receive the information in English or Spanish and it allows anyone to ask any question about ethics, safety, or quality concern.

This committee is composed of the CEO, Heads of Finance and HR, Head of Communication, Head of Energy Efficiency & Sustainability, as well as a Human Resources Assistant. We are committed to responding promptly and taking necessary action within a reasonable period of time.

