

# LABOR LIABILITY POLICY

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## Introduction

ASR Group is committed to attending its employee's health, safety and right issues and equally expects its Business Partners to attend such issues in connection with Business Partner's personnel. This Labor Liability Policy (the "Policy") is applies to all business of ASR Holding de México, S.A. de C.V., Domino Foods de México, S.A. de C.V. and their Affiliates (including Domino Comercio, S.A. de C.V., Ingenio San Nicolás, S.A. de C.V.'s and Unión de Productores de Caña de Joachín, S.A. de C.V.) (collectively, the "Companies"). The Companies expect their Business Partners to comply with this Policy.

This Policy must be followed by any Business Partner and any company or individual vendor, consultant, distributor, broker, intermediary, introducer, agent or third party that provides services for or on behalf of the Business Partners and for the benefit of the Companies.

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## Policy and Practice

In the rendering of any service to the Companies, the Business Partners must guarantee that the personnel in its charge (the "Personnel") have the necessary documentation required by all applicable laws and regulations.

Furthermore, the Business Partners must maintain its Personnel enrolled in the Mexican Institute of Social Security (*Instituto Mexicano del Seguro Social*), in accordance with that provided in the Social Security Law (*Ley del Seguro Social*).

The Business Partners acknowledge and accept to be solely responsible for the security and physical integrity of its Personnel working at the Companies' facilities, for which in the event of a labor accident or sickness related with the rendering of services to the Companies, the Business Partners shall be the sole responsible, hereby releasing the Companies and its Affiliates of any civil, criminal, labor or social security liability, in connection with its Personnel.

The Business Partners acknowledge and accept that in the rendering of its services to the Companies, all requirements established in Article 15-A of the Federal Labor Law (*Ley Federal del Trabajo*) are met (as such article may be amended from time to time); therefore, in the event that any labor or social security authority determines by means of a specific resolution that the Companies, in their character as contractor of the services with the Business Partners, *are* considered employers of the Personnel for labor and/or social security effects, in accordance with the last paragraph of Article 15-A of the Federal Labor Law (*Ley Federal del Trabajo*) (as such article may be amended from time to time) and, as consequence of the aforementioned, any of the Companies are obligated to pay any Personnel, whether payment of wages, and/or employment benefits, including the distribution of utilities, and/or termination settlements and/or

quotes or contributions before the Mexican Social Security Institute (*Instituto Mexicano del Seguro Social*) and/or any other concept, the Business Partners must reimburse the Companies for any such amounts paid amount by them in order to comply with such resolution.

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## Definitions

In addition to the previously defined terms, the terms with an initial upper case letter used within this Policy shall have the following meaning:

“Affiliates”, means any Person that controls, is controlled by or is under common control with the Companies.

“ASR Group” means ASR Group International, Inc. and all subsidiaries which are 50% or more owned, directly or indirectly, by ASR Group International, Inc.

“Control”, means the ownership, directly or indirectly, of 50% or more of the voting stock or shares of the subject Person.

“Person” means any natural person, company, unregistered company, association, joint venture, trust, government, or any agency or political subdivision of any government or any other government or entity.

“Business Partner”, means any of the Companies’ or its Affiliates’ vendors, contractors or consultants that have satisfactorily concluded the Companies’ evaluation process.