

## PRIVACY NOTICE

**INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.**, with resident for tax Central Av. No.23, Colonia Rustica Xalostoc, Municipality of Ecatepec de Morelos, Mexico State, Zip Code 55340, makes of your knowledge that the PERSONAL DATA of our CUSTOMERS, PROVIDERS and our EMPLOYEES, and DATABASES, will be treated and/or used by **INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.** and those third parties that, by the nature of their works or functions, have the necessity to treat and/or use PERSONAL DATA; with the purpose to fulfill those obligations that, by their nature, are necessary for the purposes established in the Contract of Provision and Services, present and future, with our CUSTOMERS and PROVIDERS or in the Individual Employment Contracts, in the case of our EMPLOYEES.

**INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.** will observe, at all times, the principles of security, confidentiality, lawfulness, consent, information, quality, end, loyalty, proportionality and responsibility in the protection of the PERSONAL DATA.

**INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.** may transfer the PERSONAL DATA found in its DATABASES to third parties, national or foreign, provided the respective holders expressly manifest their authorization, in terms of the provisions of the Federal Law of Personal Data Protection Held by Individuals.

Holders of the PERSONAL DATA may exercise the rights conferred by the Law, from July the 6<sup>th</sup> of year 2012, through a free writing that shall be presented in the resident for tax of **INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.** through the HR Department.

Requests of this nature presented to **INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.** shall include the following:

- Name and autograph signature of the holder, as well as the address or any other information useful to communicate the response of his request.
- Append the official documents that evidence the identity of the holder.
- Include a clear and precise description of the PERSONAL DATA for which the holder wishes to exercise his rights conferred by the Law.
- Any other element and/or document that facilitates the location of the PERSONAL DATA

**INDUSTRIAS MECANICO ELECTRICAS, S. A. DE C. V.** reserves the right of modify and/or complement the present PRIVACY NOTICE, at any other time, in which case it will be made of your knowledge through any means established by the corresponding Law.