

HUMAN RIGHTS POLICY STATEMENT

At Grupo Mexico, we respect and promote the human rights of all our collaborators and the communities where we operate, in adherence of the United Nations Universal Declaration on Human Rights and local laws. We are committed to implementing processes of due diligence to identify, prevent, mitigate and, where necessary, remedy potentially adverse human rights impacts at all our business units.

We promote respect for human rights by all members of our value chain, including suppliers, contractors, clients, security personnel, authorities, and other stakeholders.

Our commitments:

- Respect the fundamental principles and rights at work, in adherence of the International Labor Organization's Declaration, including:
 - i. Promote freedom of association and the right to organize, and the effective recognition of the right to collective bargaining. (ILO Convention 87 and 98).
 - ii. Elimination of forced labor in all its forms from our operations. (ILO Convention 29 and 105).
 - iii. Ensure effective abolition of child labor. (ILO Convention 138 and 182).
 - iv. Reject all forms of discrimination in respect of employment and occupation, and promote equal remuneration. (ILO Convention 100 and 111).
- Promote gender equality and reject any form of discrimination, guaranteeing equal opportunities regardless of origin, gender, age, disability, social condition, political affiliation, health condition, religious beliefs, immigration status, opinions, sexual preferences or marital status.
- Protect the right to health of our collaborators, providing safe and healthy work environments, and implementing processes and controls for the prevention of occupational risks.
- Establish easily accessible, confidential mechanisms that guarantee the registration of our stakeholders' concerns, reports and complaints related to human rights actions, ensuring due follow-up.
- Foster an environment of confidence, without fear of reprisal by the company against any person who presents a report or complaint in good faith and in an honest manner, involving compliance with this Policy or the Code of Ethics.
- Provide human rights training for our personnel and key contractors, aligned with the expectations of the company and the principles established in this Policy and the Code of Ethics.

- Expect our contracted security services and personnel to meet strict compliance with local laws and regulations and to receive the training and skills necessary to ensure respect for human rights.
- Understand the culture, traditions and customs of the community through open and transparent communication. This includes developing strategies to identify and appreciate the needs and opportunities for the development of social capital, caring for the environment and respect for human rights.
- Respect the rights of indigenous peoples, in adherence of the United Nations Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on indigenous and tribal peoples.
- Periodically inform our different stakeholders of our actions and relevant events involving human rights, and also the results of the implementation of this Policy.
- Regularly review the effectiveness and compliance with this policy for our continual improvement in terms of human rights.

This Policy applies to all company personnel and subsidiaries. We also extend this Policy to our suppliers of goods and services, giving preference to companies that share our values.

With this Policy and our Code of Ethics, Grupo Mexico affirms the importance of working responsibly, with transparency and full respect for human rights.



Xavier García de Quevedo
Grupo México Board of Directors
Vice-Chairman