Annex 4:
Due Diligence on Human Rights and Contribution to SDGs

HUMAN RIGHTS DUE DILIGENCE

Process	Performance	Details
Incorporating responsible business conduct into management policies and systems	We implement policies and practices that promote responsible business conduct, aligned with applicable laws and regulations, thus ensuring ethical and transparent operations in all our activities.	Business Ethics and Transparency Corporate Governance and Transparency Employee Development Sustainable Processes and Products Efficiency and Business Continuity
Identify and assess the actual and potential negative impacts associated with the company's activities, products or services.	We use the ERM-COSO methodology to identify and assess risks, including negative human rights impacts in activities, products and services.	Risk Management and Monitoring
Halting, preventing and mitigating negative impacts	We identify material issues and associated risks through the materiality study. This information allows us to manage them in a preventive manner. Additionally, we apply risk management practices to mitigate impacts, ensuring environmental protection and respect for human rights.	Total Content of Report
Monitor implementation and results	Implementation oversight of our sustainability initiatives and risk management is carried out by specialized committees dedicated to these areas.	Total Content of Report
Report on how impacts are addressed	Committed to transparency, we report through our Annual Report and other communications on compliance and impact management.	Total Content of Report
Manage risks and mitigate impacts, where appropriate.	We implement rigorous and strategic management that enables us to anticipate and address risks effectively, including those related to human rights.	Corporate Governance and Transparency

CONTRIBUTION TO SDGS

ODS	Contribución	Indicadores destacados
3 Health and Wellbeing	• Our employees enjoy equal benefits including health insurance, parental leave, disability coverage and life insurance, among others. • Our Occupational Safety and Health Management System extends to all areas of operation. This involves the identification and assessment of hazards and risks, as well as the development of preventive, corrective and control or transfer measures. • We actively promote the participation of our employees in their health care, encouraging practices and habits that contribute to a healthy lifestyle and a culture of prevention.saludable y a una cultura de prevención. • We work with local communities to support health initiatives.	During 2023, 233 lost-time injury accidents were recorded, representing a 17% decrease compared to the previous year, the Accident Frequency Rate (AFR) was 1.39. We provide voluntary health promotion programs for employees, addressing non-work-related health risks and facilitating access to these services. We have free medical care centers in 14 communities in Yucatan.
4 Quality Education	• We contribute through training and development programs for our employees, ensuring continuous training and the development of relevant skills that support both personal and professional growth. • We participate with different universities in providing lectures and training for their students.	We delivered more than 515,000 hours of training, reflecting an increase of 72% compared to the previous year. The average number of training hours per employee was 34.6, an increase of 78% compared to the previous year. We conducted annual training in "Innovation and Transformation in Business" for students of the Universidad Panamericana, promoting relevant skills for employment and entrepreneurship.

Process	Performance	Details
5 Gender Equality	• We promote gender equality through policies that ensure equal opportunities in hiring and promotion.	We establish policies to promote gender equality and inclusion, and the rejection of all forms of gender-based violence. During 2023 the female workforce increased by 1.9%.
6 Clean Water and Sanitation	• We integrate water conservation and efficiency practices into our production processes to minimize water use. • We carry out technological tests and projects aimed at recycling and reusing water.	The volume of water discharged (pre-treated) and reused remained stable between 2022 and 2023, reaching volumes of 9,724 thousand cubic meters and 639 thousand cubic meters respectively.
7 Affordable and Clean Energy	• We implement various projects to make better use of energy.	Total electricity consumption was 475,870 MWh. Cogeneration and consumption from renewable sources accounted for 4% of total consumption. We implemented technologies to improve energy efficiency as part of process and product innovation.

Process	Performance	Details
8 Decent Work and Economic Growth	• We offer and promote quality jobs with fair working conditions, promoting Occupational Safety and Health. • We encourage professional development and training of employees.	We implemented initiatives for training and skills development, as well as promoting a safe working environment. During 2023, the total number of employees increased by 0.7%, the turnover rate decreased by one percentage point and more than 515 thousand hours of training were delivered, representing an increase of 72% compared to the previous year.
9 Industry, Innovation and Infrastructure	• We invest in innovation and technological development to improve our production processes and products, with a focus on efficiency and sustainability. • We encourage innovation through programs, for example we award an annual prize for innovative projects proposed by employees. • We collaborate with institutions to develop new technologies and solutions.	We invest in training in areas such as Design Thinking, Industry 4.0 and Additive Manufacturing, which contributes to innovation and infrastructure improvement.
12 Responsible Production and Consumption	• We are committed to meeting consumer expectations through products that guarantee quality and safety. • We manage our supply chain with a focus on fair, honest and mutually beneficial relationships with our suppliers.	We implement strategies for responsible product and packaging design that encourage informed and responsible consumer consumption.
16 Peace, Justice and Strong Institutions	• We are committed to responsible and transparent management of our resources. • We foster a fair and ethical working environment, with clear policies of conduct.	During 2023, no business reported significant non-compliance in social, economic or Corporate Governance aspects.