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**GRUPO UNACEM  
HUMAN RIGHTS  
POLICY**



Companies have a commitment to Human Rights (HR) and their Guiding Principles (protect, remedy and respect), they must explain what this commitment means: what rights they are promoting within the workplace and disseminate this commitment to their employees and other stakeholders.

Respect for human rights is therefore not only the responsibility of the State, but also a social and ethical responsibility of companies. Although Grupo UNACEM is committed to the unrestricted respect for Human Rights, it is essential to have them clearly explicit in a Policy in a transparent manner. In this sense, we present our Human Rights Policy:

## POLICY

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Grupo UNACEM incorporates the practices of respect and promotion of human rights, contained in the International Bill of Human Rights of the United Nations, as well as in the Declaration of the International Labor Organization. For this reason, we have subscribed to the ten principles of the Global Compact, with commitment from its top management and following due diligence processes in order to reject any violation of these rights, which may affect the stakeholders involved in our value chain; including shareholders, employees, customers or suppliers, community and citizens that participate in our value chain.

In this sense, we express our Human Rights policy:

- 1. Diversity and labor inclusion:** We guarantee equal access to labor opportunities in all hierarchical aspects within the organization, considering aspects of gender, race and nationality of our employees, as well as inclusive work with the local communities of our environment; in coherence with the full exercise of the fundamental rights of our stakeholders.
- 2. Gender:** We promote respect for the rights of men and women, guaranteeing equal employment opportunities for both, promoting the participation of women in decision making and ensuring equitable remuneration between men and women. In this way we contribute to the insertion of women in the labor market.



**3. Freedom of Association and Collective Bargaining:** We respect the right of employees to form or join the organizations they deem appropriate and to bargain collectively, which is an integral part of a free and open society.

**4. Discrimination:** We promote equal treatment among all our employees and different stakeholders, without making any distinction due to socio-economic status, sexual orientation, gender, race, age, disability, religious beliefs, cultural diversity, physical characteristics, among others.

**5. Forced Labor:** We do not allow any type of work that is performed involuntarily. We do not condone exploitation, abuse or physical punishment. We require our business partners and/or allies not to engage in such practices.

**6. Child labor:** We do not tolerate child labor. All hiring only involves persons over 18 years of age.

**7. Occupational Health and Safety:** We are committed to perform our activities in a safe and efficient manner, ensuring the welfare of our employees, a priority that comes before any other organizational objective.

**8. Environment:** We carry out our activities in a responsible and sustainable manner over time, minimizing the impact on the environment and social surroundings, facilitating citizen participation and providing transparent environmental information.

**9. Work Environment:** We encourage and promote a work environment where the contribution of each of our employees is valued, which allows us to have valued and committed people, in a work environment free of sexual harassment and workplace harassment.

**10. Anti-corruption:** We do not tolerate any act of corruption. We are committed to developing our activities in a transparent and integral manner.



# GUIDELINES

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The proposal has been elaborated considering the following human rights guidelines contained in:

**1. The International Bill of Human Rights of the United Nations.**

<https://www.un.org/es/universal-declaration-human-rights/>

The provisions of the Universal Declaration of Human Rights are considered to have the status of international law, since they are widely accepted and used to support the conduct of States. They are cited in the fundamental laws and constitutions of many countries.

**2. The Guiding Principles on Business and Human Rights** (published in 2013 by the Office of the United Nations High Commissioner for Human Rights).

<https://acnudh.org/principios-rectores-sobre-las-empresas-y-los-derechos-humanos/>

These Guiding Principles apply to all States and to all businesses, both transnational and otherwise, regardless of their size, sector, location, ownership and structure. These Guiding Principles should be understood as a coherent whole and interpreted, individually and collectively, in terms of their objective to improve standards and practices in relation to business and human rights in order to achieve tangible results for affected individuals and communities, and thus also contribute to a socially sustainable globalization.

**3. The Declaration of the International Labour Organization (ILO)**

<https://www.ilo.org/declaration/lang--en/index.htm>

The ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted in 1998, clearly states that these rights are universal and apply to all people in all countries - regardless of their level of economic development. It mentions in particular groups with special needs, such as the unemployed and migrant workers. It recognizes that economic growth alone is not sufficient to ensure equity and social progress and to eradicate poverty.



#### **4. The ten principles of the Global Compact**

<https://www.unglobalcompact.org/>

The United Nations Global Compact launched in 2000 is a call to companies to align their strategies and operations with ten universal principles on human rights, labor standards, the environment, and anti-corruption, and to take measures that promote the Sustainable Development Goals (SDGs). Today, with more than 9,500 companies and 3,000 organizations, based in over 160 countries and more than 70 local networks, spreading the message that any type of business anywhere on the planet - of all sizes and in all sectors - can play a vital role in improving our world.

#### **5. GRI (Global Reporting Initiative) Guidelines**

<https://www.globalreporting.org/Pages/default.aspx>

GRI is an independent international organization that has pioneered corporate sustainability reporting since 1997. GRI helps companies, governments and other organizations understand and communicate the impact of business on critical sustainability issues such as climate change, human rights, corruption and many others.

#### **6. Assessment gaps for the Dow Jones Sustainability Index (DJSI) in its 2019 edition.**

<https://www.spglobal.com/esg/csa/indices/>

The DJSI is a stock market index that shows the financial performance of companies that lead in corporate sustainability practices. The CSA evaluates these practices in three dimensions: economic, social and environmental.

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