



## SUSTAINABILITY POLICY

QUIFATEX

### 1. OBJECTIVE

Align operations and strategies to the 10 principles of the Global Compact, taking actions that contribute to achieving the Sustainable Development Goals (SDGs), to ensure the management of operations in a sustainable manner, including their supply chains; and taking into account global standards, better practices and constant search for innovation. In this way, we seek to maintain consistency with the values that govern the management of Quifatex; strengthening our business culture and the fulfillment of our purpose.

### 2. REACH

All Quifatex collaborators, as well as their interest groups

### 3. RESPONSIBILITIES

- **General Management:** Approve sustainability guidelines
- **BU Managers:** Guarantee compliance with the Sustainability policy
- **Sustainability Committee:** Ensure the execution of the policy and advise on the guidelines related to it. Promote the incorporation of sustainability criteria at a transversal level in the different processes and lines of business of the Companies.
- **Collaborators:** It is the responsibility of all collaborators to comply with this document, as established in the Code of Ethics

### 4. DEFINITIONS

**Sustainability:** Satisfy current needs without compromising the ability of future generations to meet theirs, guaranteeing a balance between economic growth, care for the environment and social well-being.

**Global Compact:** It is the United Nations initiative, in which organizations voluntarily commit to align their strategies and operations with ten universally accepted principles in four thematic areas: human rights, labor standards, environment and anti-corruption.

**Sustainable Development Goals:** The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

**Collaborators:** Employees (permanent or contracted), officers or managers/directors of the Companies that comprise them

**Environment:** Composed of natural variables (climate, plants, water, among others) that interact with the operations of the companies; determines the well-being of living beings; and supports the development of economic activities.

**Community:** Group of people who live and interact in areas close to the operations of the Companies.



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### 5. GENERAL GUIDELINES

**5.1.1** Promote sustainability through management systems; establishing indicators that allow evaluating, verifying and reporting of the fulfillment of objectives and goals, with the purpose of improving results and achieving operational, commercial and administrative excellence.

#### 5.2 Collaborators

- 5.2.1** Promote the development of Collaborators in an equitable manner based on their merits, abilities, competencies and performance; avoiding any type of discrimination or unjustified differentiation and violation of human rights.
- 5.2.2** Promote a diverse, inclusive and meritocratic culture that allows employees to achieve professional and personal goals.
- 5.2.3** Keep Collaborators informed about Sustainability policies and practices, promoting their knowledge and participation in the activities or initiatives adopted in this line.
- 5.2.4** Promote Safety, Occupational Health and Environment standards, developing safe work systems and a culture of occupational risk prevention and reduction in environmental contamination.

#### 5.3 Community

- 5.3.1** Create social value through employment creation, awareness and environmental education, and volunteering; promoting experiences that connect the Community with the Company and Collaborators, thus contributing to the development of the country.
- 5.3.2** Consider in decision making whenever possible, social impact variables, such as the inclusion of minorities, gender equality, and vulnerable populations.

#### 5.4 Suppliers

- 5.4.1** Promote sustainable operational and commercial practices with Suppliers, complying with quality and transparency standards; seeking the alignment of Suppliers with the Company's sustainability standards and criteria.
- 5.4.2** Promote that all Suppliers comply with labor and social regulations, and practices that guarantee decent work among their collaborators, thus rejecting forced labor, child labor and discrimination against minority groups.

#### 5.5 Environment

- 5.5.1** Promote care, respect and protection of the Environment, encouraging best practices throughout the Company's value chain.
- 5.5.2** Revalue waste through its segregation and use, according to international standards and best practices.
- 5.5.3** Reduce the use of disposable products and promote the use of recyclable packaging, as well as encourage recycling in clients, Collaborators, Suppliers and Community.
- 5.5.4** Measure and mitigate the impact of companies on climate change through specific plans that reduce greenhouse gas emissions generated by their products and services.



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### 5.6 Anti bribery

5.6.1 Guarantee compliance with the Anti-Bribery Policy established for the organization.