

Human Rights Policy

1. Our Purpose

To express Alpek's active and continuous determination to respect and support internationally recognized human rights standards. This policy is supported by the *Alpek Code of Conduct (PO-ALPEK-CH-02)*. Human Rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. We respect these rights of our Employees and all our Stakeholders, having as a fundamental principle the respect for human dignity above any other business consideration.

2. Our Statement

At Alpek we seek to align our strategy and operations to the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. These global standards of expected conduct are applicable to all our operations.

Alpek is a signatory to the United Nations Global Compact and has undertaken to respect and support human rights and comply with internationally recognized standards and aligns to the Universal Declaration of Human Rights (UDHR).

3. What we commit to as a company:

Regulatory Compliance

- We comply with international labor standards, labor and social security legislation and any other related legislation, as well as with individual and collective contracts, agreements, conventions, or labor covenants in the countries where we operate.

Forced labor

- We prohibit any employment relationship that is not voluntarily agreed upon and reject any form of unpaid work, child labor, servitude, slavery, or mandatory retention of documents as a condition of employment.

Working hours, wages and benefits

- We operate in compliance with all applicable laws regulating working hours, providing competitive compensation and benefits packages relative to the industry and key talent markets, that are fair and comply with applicable laws.

Discrimination

- We value diversity in our associates, therefore we maintain work environments free from discrimination.

Harassment, violence and bullying

- We encourage dignified and respectful treatment of Employees, and therefore we reject, condemn, and prohibit all types of harassment, violence and bullying.

Working Conditions

- We provide and maintain for all personnel a work environment that meets or exceeds applicable legal standards for occupational health and safety. Each employee must follow health and safety rules and practices and must report accidents, injuries, and unsafe equipment, practices, or conditions.
- We are committed to continue providing training efforts in the areas of Health and Safety, Ethics and Compliance to our employees globally. In addition, we are committed to continue developing programs to keep our employees prepared.

4. Who it impacts?

Whichever your role may be at Alpek, you have a responsibility to use good judgment and follow our Human Rights Policy. That includes every full-time or part-time employee at every level of the Alpek, all the way up to the executive suite. This conviction extends to our employees, contractors, suppliers, consultants, other business partners and stakeholders, which we seek to align to our values. This Policy also applies to controlled subsidiaries and entities in which the Alpek either owns a majority interest or manages operations.

5. Contact

Human Rights risks can appear in any context, so remain receptive to new or emerging risks. If you become aware of a possible violation, please report directly through one of the following channels:

- The direct manager or next-level manager
- The Human Resources manager or director
- ALFA's transparency helpline (<http://www.alfa.com.mx/CONT/transparency.htm>)

General Premise: All Business Groups and Companies shall align themselves with the regulatory framework established in the Alpek Policies. Company policies may have different conditions, but never less restrictive than the framework established by the Alpek Policy.

Approvals

Name	Position	Date of Approval
José Armando Ramos Cantú	Senior Vice President Human Capital	February 26 th 2021
José Carlos Pons de la Garza	Chief Financial Officer	February 26 th 2021
José de Jesús Valdez Simancas	Chief Executive Officer	February 26 th 2021

Through the Integrity and Transparency Helpline, you can report situations that do not comply with our Human Rights Policy.

E-mail: buzon@alfa.com.mx Webpage: <http://www.alfa.com.mx/CONT/transparency.htm> Phone Number (no cost): 01800-265-2532