

GRI Index Alpek 2019



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Clear Path Recycling (USA)



Ecopek (Argentina)



Richmond (USA)

GRI STANDARDS Strategy

Organizational Profile

Strategy and Analysis

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
102-14	Statement from the Executive Director.	Pages 7-9.	CSR Management		Fully
102-15	Key impacts, risks, and opportunities.	Pages 7-9	CSR Management		Fully

Organizational Profile

STD NUMBER	STANDARD	Answer/location	Material aspect	SDG 2030	Status
102-1	Name of the organization.	ALPEK S.A.B de C.V.	Obligatory		Fully
102-2	Activities, brands, products, and services.	Page 3.	Obligatory		Fully
102-3	Location of headquarters.	San Pedro Garza García, Nuevo León, México.	Obligatory		Fully
102-4	Location of operations.	Page 5.	Obligatory		Fully
102-5	Ownership and legal form.	ALPEK S.A.B de C.V.	Obligatory		Fully
102-6	Markets served.	Pages 3 and 4.	Obligatory		Fully
102-7	Scale of the organization.	Pages 3 and 4.	Obligatory		Fully
102-8	Information on employees and other workers.	Page 35.	Labor practices	SDG 8: Decent work and economic growth.	Partially
102-9	Supply chain.	Page 6.	Relations with clients and suppliers		Partially
102-10	Significant changes to the organization and its supply chain.	Pages 6 to 9.	CSR Management		Fully
102-11	Precautionary Principle or approach	Pages 7 to 9, and 20 to 21.	Operations and Risks Strategy		Fully

STD NUMBER	STANDARD	Answer/location	Material aspect	SDG 2030	Status
102-12	External initiatives to which the company subscribes.	The Recycling Partnership, United Way, Habitat for Humanity, Susan G Women Foundation, Food Drive.	Relations with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully
102-13	Membership of associations.	Page 46. COMPLEMENT: We also participate in the following chambers in Alpek Polyester Argentina: CAIRPLAS (Cámara Argentina de la Industria de Reciclados Plásticos), and CAIP (Cámara Argentina de la Industria Plástica). At Selenis Canada (also part of Alpek Polyester), we participate in Mutuelle (a coalition of petrochemical companies that collaborate on issues of safety, insurance, health and the environment), and the Chamber of Commerce of Canada in which we are members to be strategically aware of the development of our economic position in the Montreal market. In addition, with Alpek Polyester we participate as members in the Hancock County Chamber of Commerce in Mississippi, USA.	Relations with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully

Ethics and Integrity

STD NUMBER	STANDARD	Answer/location	Material aspect	SDG 2030	Status
102-16	Values, principles, standards, and norms of behavior.	Page 31.		Goal 16: Peace, justice and strong institutions	Fully
102-17	Internal and external pro ethics mechanisms related to enhance the integrity of the organization.	Page 31.		Goal 16: Peace, justice and strong institutions	Fully

Governance					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
102-18	Governance structure.	Page 48.	Corporate Governance		Fully
102-19	Delegating authority.	The Board of Directors relies on the Presidency, General Management, as well as the Finance Division for the issues of investment viability, strategic positioning of the company. It also has an area specifically responsible for maintaining communication with its shareholders and investors. For the other areas, the directors of each one report directly to the General Management.	Corporate Governance		Fully
102-20	Executive-level responsibility for economic, environmental, and social topics.	This relies on the position of Director of Administration and Finance as executive position, and management positions for environmental and social areas.	Corporate Governance		Fully
102-21	Consulting stakeholders on economic, environmental, and social topics.	The concerns expressed by our stakeholders through the various means of communication with which we have, are transmitted to the highest governing body through the directorate or managerial positions of each area of the company.	Corporate Governance; Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
102-22	Composition of the highest governance body and its committees.	Page 47.	Corporate Governance; Relations with shareholders	Goal 5: Gender equality Goal 16: Peace, justice and strong institutions	Fully
102-23	Chair of the highest governance body.	Page 48.	Corporate Governance	Goal 16: Peace, justice and strong institutions	Fully
102-24	Nominating and selecting the highest governance body.	The members of the Board of Directors are chosen based on their professionalism, business trajectory, leadership, experience and congruence with the values of Alpek. No distinction is made for diversity factors such as gender, race, nationality and / or personal beliefs.	Corporate Governance	Goal 5: Gender equality Goal 16: Peace, justice and strong institutions	Fully

STD NUMBER	STANDARD	Answer/location	Material aspect	SDG 2030	Status
102-25	Conflicts of interest.	Alpek has a Conflict of Interest policy for the members of the Board of Directors and for its employees. This establishes that the responsibilities and duties of the members of the Board are governed by the Mexican Securities Market Law (LMV), applicable in Mexico to securities issuers, considering the Code of Professional Ethics of the Mexican Stock Market Community, the Code of Best Corporate Practices and the internal regulations of the Mexican Stock Exchange. In accordance with the LMV, the members of the Board have a duty of diligence, so they must always act in good faith in the best interest of the company. They must keep confidentiality with respect to information and / or public matters of the company, as well as refrain from participating and being present in the deliberation and voting on matters that represent a conflict of interest. By policy, those members of the Board who may have a conflict of interest in the decision on any matter, must inform the Chairman and the other members, as well as refrain from participating in the discussion and exercising their vote at the meetings. In the case of employees, Alpek's policy states that they should avoid any situation in which their interests differ from those of the company. All employees who may have interests or relationships with current or potential suppliers or customers should inform their immediate supervisor.	Corporate Governance; Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
102-26	Role of highest governance body in setting purpose, values, and strategy.	Page 30.	Corporate Governance; Relations with shareholders		Fully
102-27	Collective knowledge of highest governance body.	Each year, the learning dynamic within Alpek is strengthened in all areas of the company, including our management team. This year, thanks to the materiality process carried out in 2015, which directly involved managers and whose results were presented to them as a way of informing Alpek's future strategy as a whole, we managed to strengthen the company's sustainability strategy.	Corporate Governance	Goal 4: Quality education	Fully
102-28	Evaluating the highest governance body's performance.	There are several evaluation methods for directors that measure various factors: attendance to meetings of the Board and the committees to which they belong, up to their participation in the deliberations and the effectiveness of the strategic decisions taken.	Corporate Governance		Fully
102-29	Identifying and managing economic, environmental, and social impacts.	A process of due diligence is made before making every business decision, and when necessary, the Board members are consulted in order to carry on with the decision. Other stakeholders' opinions such as employees, suppliers and customers are taken into account when addressing social, environmental and economic impacts.	Corporate Governance; Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully

STD NUMBER	STANDARD	Answer/location	Material aspect	SDG 2030	Status
102-30	Effectiveness of risk management processes.	The Board of Directors follows the procedures in accordance with those established by the corporate governance standards contemplated in the Mexican Securities Market Law and the Code of Best Corporate Practices. In addition, it relies on the Audit, Corporate Practices and Planning and Finance committees to review the company's strategy, administration and results, which include environmental and social issues. The evaluation is based on the fulfillment of Alpek's criteria, its commercial strategy and its investment policy: businesses related to current operations, strengthening of the competitive position, attractive markets (profitability and growth), generation of synergies and guarantee of the Competitiveness of the value chain. .	Corporate Governance; Relations with shareholders; Operations and Risks Strategy		Fully
102-31	Review of economic, environmental, and social topics.	These issues are considered and analyzed at the meetings of the Board of Directors, which are bimonthly and are held six times a year. It is important to note that the guidelines established in the ALFA Code of Ethics and the 10 principles of the United Nations Global Compact are considered in all decisions and actions taken by the members of the Board.	Corporate Governance		Fully
102-32	Highest governance body's role in sustainability reporting.	Investor Relations Department.	Corporate Governance; Relations with shareholders		Fully
102-33	Communicating critical concerns.	This is carried out during the quarterly meetings held by the Council.	Corporate Governance		Fully
102-34	Nature and total number of critical concerns.	This information is considered confidential.	Corporate Governance		Fully
102-35	Remuneration policies.	The remuneration is based on a fixed and a variable pay. The criteria are based on performance base and depending of the position it could include an additional bonus. This might depend on the long term results of the stock of the company and the parent company.	Corporate Governance		Fully
102-36	Process for determining remuneration.	The remuneration processes are defined by the company taking into account the following: annual inflation of the country, information of a HR consulting company and at least two market sources. After said analysis, these processes are approved by our HR Head department and the director of the company in coordination with the HR Head of our holding company, ALFA.	Corporate Governance		Fully
102-37	Stakeholders' involvement in remuneration.	This information is considered confidential.	Corporate Governance; Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
102-38	Annual total compensation ratio.	This information is considered confidential.	Corporate Governance		Fully
102-39	Percentage increase in annual total compensation ratio.	This information is considered confidential.	Corporate Governance		Fully
Stakeholders engagement					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
102-40	List of stakeholder groups.	Page 27.	Relationship with NGOs and regulatory agencies; CSR Management	Goal 17: Partnerships for the goals	Fully
102-41	Percentage of employees in collective bargaining agreements.	59.99% globally.	Labor practices	Goal 8: Decent work and economic growth	Fully
102-42	Identifying and selecting stakeholders.	Page 27.	Relationship with NGOs and regulatory agencies; CSR Management	Goal 17: Partnerships for the goals	Fully
102-43	Approach to stakeholder engagement.	Page 27.	Relationship with NGOs and regulatory agencies; CSR Management	Goal 17: Partnerships for the goals	Fully
102-44	Key topics and concerns raised.	Page 28.	Relationship with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully

Reporting Practices

STD NUMBER	STANDARD	Answer/location	Material aspect	SDG 2030	Status
102-45	Entities included in the consolidated financial statements.	Page 52.	Relations with stakeholders		Fully
102-46	Defining report content and topic Boundaries.	Page 29.			Fully
102-47	List of material topics.	Page 29.			Fully
102-48	Restatements of information.	It is explained on each page where there were restatements of information.			Fully
102-49	Changes in reporting.	No significant changes.			Fully
102-50	Reporting period.	1st of December to 31st of December 2019.			Fully
102-51	Date of most recent report.	February 28th, 2019.			Fully
102-52	Reporting cycle.	Annual.			Fully
102-53	Contact point for questions regarding the report.	Ing. Sabino Parra, Compliance ALPEK fsparra@alpek.com Phone +52 (81)87481 111 ext 1358			Fully
102-54	Claims of reporting in accordance with the GRI Standards.	This is our sixth year of reporting under the Global Reporting Initiative methodology, and the third in its standards version. The chosen option for reporting is Core.			Fully
102-55	GRI content index.	Present.			Fully
102-56	External assurance .	No external verification.			Fully

Economic Performance

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 4 and 32.	Wealth distribution; Climate change and emissions strategy; Labor practices; Relationship with NGOs and regulatory agencies	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure"	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
201-1	Direct economic value generated and distributed.	Pages 4 and 32.	Wealth distribution	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
201-2	Financial implications and other risks and opportunities due to climate change.	Page 32.	Wealth distribution; Climate change and emissions strategy	Goal 13: Climate action	Fully
201-3	Defined benefit plan obligations and other retirement plans.	The pension plans, support for education and medical assistance are available to 100% of ALPEK's employees. The pension system is a fixed contribution plan to which the company and employees contribute the same amount, which ranges from 4 to 17% of the employee's total salary and varies according to applicable labor regulations. The resources to cover these benefits are contributed 100% by the company. Indelpro: Starts in 2007, is a fund called "grow" by 4%. Akra: Starts in 2007 with a program in "Old mutual" from 4% to 17%. Alpek Polyester: Starts in 2007, is a fund called "Old mutual" of 4% of base salary. Univex: They do not have any additional to the AFORE. Polioles: Starts in 2007, is a fund called "Skandia" and is a contribution of 4% to 13.44%	Labor practices	Goal 8: Decent work and economic growth	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
201-4	Financial assistance received from government.	ALPEK does not receive any financial aid form governments.	Relationship with NGOs and regulatory agencies		Fully
Market Presence					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 31.	Labor practices	Goal 8: Decent work and economic growth	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage.	Page 31. COMPLEMENT: Country Minimum wage ratio Alpek vs. legal minimum wage: Mexico 3.30 to 1, United States 2.07 to 1. There is no difference between Alpek minimum wages for men and women.	Labor practices		Fully
202-2	Proportion of senior management hired from the local community.	Approximately 90% of managers come from the same community where the operation is located.		Goal 8: Decent work and economic growth	Fully

Indirect economic impacts					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Wealth distribution	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
203-1	Infrastructure investments and services supported.	In 2019 there were donations in kind as Christmas gifts to orphanages, and we continued to support United Way and Habitat for Humanity.	Wealth distribution	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully
203-2	Significant indirect economic impacts.	There is no information available by the end of the year.	Wealth distribution	Goal 1: No poverty Goal 2: Zero Hunger Goal 3: Good health and well-being Goal 8: Decent work and economic growth Goal 10: Reduced inequalities Goal 17: Partnerships for the goals	Fully

Procurement Process					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Relations with customers and suppliers	Goal 12: Responsible consumption and production	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
204-1	Proportion of spending on local suppliers.	67% local supply.	Relations with customers and suppliers	Goal 12: Responsible consumption and production	Fully
Anti-Corruption					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 44 and 45.	Corporate Governance	Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
205-1	Operations assessed for risks related to corruption.	All our plants.	Corporate Governance	Goal 16: Peace, justice and strong institutions	Fully
205-2	Communication and training about anti-corruption policies and procedures.	Alpek works together with Grupo Alfa for the dissemination of corporate policies, including the Anti-Corruption Policy. Between December 2018 and January 2019, they were disseminated and implemented. In addition, company policies are mainly communicated through internal communication programs, departmental boards and the union. These policies are made public depending on the relevance.	Corporate Governance	Goal 16: Peace, justice and strong institutions	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
205-3	Confirmed incidents of corruption and actions taken	Page 31.	Corporate Governance	Goal 16: Peace, justice and strong institutions	Fully
Anti-Competitive Behavior					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Relationship with NGOs and regulatory agencies	Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	In 2019 there was no legal action related to this aspect.	Relationship with NGOs and regulatory agencies	Goal 16: Peace, justice and strong institutions	Fully

Environment

Materials

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
301-1	Materials used by weight or volume.	This information is considered confidential.	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
301-2	Recycled input materials used.	Page 42.	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
301-3	Reclaimed products and their packaging materials.	We do not have product reclaim programs.	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully

Energy

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 38.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
302-1	Energy consumption within the organization.	Page 38.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
302-2	Energy consumption outside of the organization.	Page 38.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
302-3	Energy intensity.	Page 38.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
302-4	Reduction of energy consumption.	Page 38.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully

Water and Effluents

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 40.	Water management	Goal 6: Clean water or sanitation	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
303-1	Interactions with water as a shared resource.	Page 40.	Water management	Goal 6: Clean water or sanitation	Fully
303-2	Management of water discharge-related impacts.	Page 40.	Water management	Goal 6: Clean water or sanitation	Fully
303-3	Water withdrawal.	Pages 40 and 41.	Water management	Goal 6: Clean water or sanitation Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
303-4	Water discharge.	Page 41.	Water management	Goal 6: Clean water or sanitation	Fully
303-5	Water consumption.	Page 41.	Water management	Goal 6: Clean water or sanitation	Fully

Biodiversity

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Page 41.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
304-2	Significant impacts of activities, products, and services on biodiversity.	ALPEK operations do not affect these areas.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
304-3	Habitats protected or restored.	See standard 304-1.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations.	Our operations do not affect vulnerable or endangered species.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully

Emissions

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 39 and 40.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
305-1	Direct (Scope 1) GHG emissions.	Pages 39 and 40.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-2	Energy indirect (Scope 2) GHG emissions.	Pages 39 and 40.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
305-3	Other indirect (Scope 3) GHG emissions.	There is no information available by the end of the year.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-4	GHG emissions intensity.	Pages 39 and 40.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-5	Reduction of GHG emissions.	Pages 39 and 40.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-6	Emissions of ozone-depleting substances (ODS).	ALPEK does not emit these substances.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.	Pages 39 and 40.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
Effluents and waste					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
306-2	Waste by type and disposal method.	As a result of the efforts of zero waste from operations, in 2019 approximately 783,000 tons of waste were treated by various means (incineration, landfill, recovered, recovered or used in composting), vs. 3.2 million tons in 2018.		Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully
306-3	Significant spills.	In 2019 there were no spills from our operations.		Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 14: Life below water	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
306-4	Transport of hazardous waste.	1,629 tons of hazardous waste transported, and 18.3 tons treated.		Goal 3: Good health and well-being Goal 12: Responsible consumption and production	Fully
306-5	Water bodies affected by water discharges and/or runoff.	In 2019 there were no bodies of water or habitats affected by ALPEK's operations.		Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 15: Life on land	Fully

307: Environmental Compliance

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 38 to 42.	Environmental management	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				Fully
GRI 103-3	Evaluation of the management approach.				Fully
307-1	Non-compliance with environmental laws and regulations.	In 2019 there were no significant sanctions regarding this aspect.	Environmental management	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully

308: Supplier Environmental Assessment

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 45.	Relations with customers and suppliers	Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
308-1	New suppliers that were screened using environmental criteria.	212 total suppliers, not just new.	Relations with customers and suppliers	Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production	Fully
308-2	Negative environmental impacts in the supply chain and actions taken.	No negative impacts were found.	Relations with customers and suppliers	Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production	Fully

Social					
Employment					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 34 and 35.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Partially
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
401-1	New employee hires and employee turnover.	Hiring rate: 4.26; Turnover rate: 2.74.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Plant workers have bonuses, vacation bonuses, pantry bonuses, savings funds, recognition for years of Service and pension plan. Temporary and part-time employees do not have the pension plan.	Labor practices	Goal 8: Decent work and economic growth	Fully
401-3	Parental leave.	We don't have information of all sites. In 2019, a total of 48 men and 61 women took their respective maternity and paternity leave. There is no information on the return and retention rate.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Partially
Labor / Management Relations					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Labor practices	Goal 8: Decent work and economic growth	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
402-1	Minimum notice periods regarding operational changes.	The minimum term is two weeks.	Labor practices	Goal 8: Decent work and economic growth	Fully

Occupational Health and Safety

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
403-1	Occupational health and safety management system.	All our plants have certifications in health and safety management systems, according to the health and safety regulations of their countries.	Health and safety	Goal 8: Decent work and economic growth	Fully
403-2	Hazard identification, risk assessment, and incident investigation.	In accordance with the established management systems, the appropriate risk identification procedure is carried out at each plant. For direct workers (scope 1), some of these actions are: start the day with the identification that the safety team is complete and in optimal conditions; Walk through the plant for risk identification; Documented procedures on how to act if one is detected; Review Checklist (Pause, Think, Act). For indirect workers but who are in our facilities (scope 2), the same applies, in addition to having evaluations that we perform on their employers so that they provide adequate safety measures. Not all plants carry out this exercise with Scope 2 workers. All workers must report the incident or risk immediately to take corrective action.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-3	Occupational health services.	Page 36.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-4	Worker participation, consultation, and communication on occupational health and safety.	Workers have various means of communication to convey any concern or need in occupational health and safety issues. No worker starts working at the plant if he does not take an induction course to his work and the risks that it may have.	Health and safety	Goal 8: Decent work and economic growth	Fully
403-5	Worker training on occupational health and safety.	In 2019, specific trainings were carried out for each site, according to the country where it is located. Actually, training in health and safety was intensified.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-6	Promotion of worker health.	Pages 36 and 37.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Pages 36 and 37.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-8	Workers covered by an occupational health and safety management system.	100% of our employees are covered by our plans established in the health and safety systems.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-9	Work-related injuries.	Pages 36 and 37.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-10	Work-related ill health.	Pages 36 and 37.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully

Training and Education

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 35 and 36.	Labor practices	Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
404-1	Average hours of training per year per employee.	Page 36.	Labor practices	Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
404-2	Programs for upgrading employee skills and transition assistance programs.	Pages 35 and 36.	Labor practices	Goal 8: Decent work and economic growth	Fully
404-3	Percentage of employees receiving regular performance and career development reviews.	In 2019, 77.9% of male staff; 51.4% of female staff; 77.3% of unionized staff and 78.6% of non-unionized staff were evaluated.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
Diversity and Equal Opportunities					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 34 and 35.	Labor practices	Goal 1: No poverty, Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
405-1	Diversity of governance bodies and employees.	Pages 34 and 35.	Labor practices	Goal 1: No poverty, Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
405-2	Ratio of basic salary and remuneration of women to men.	Pages 34 and 35.	Labor practices	Goal 1: No poverty, Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully

Non Discriminatory					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 34 and 35.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
GRI 406-1	Incidents of discrimination and corrective actions taken.	In 2019 there were no cases of discrimination in our operations.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
Freedom of Associations and Collective Bargaining					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Relations with customers and suppliers	Goal 8: Decent work and economic growth	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	None identified. 212 suppliers in total, not just new.	Relations with customers and suppliers	Goal 8: Decent work and economic growth	Fully

Child Labor					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Pages 13 and 16.	Relations with customers and suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
408-1	Operations and suppliers at significant risk for incidents of child labor.	None identified. 1,043 total suppliers, not just new. 89% of them have signed the Alpek Suppliers Code of Ethics.	Relations with customers and suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
Forced or Compulsory Labor					
STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 45.	Relations with customers and suppliers	Goal 8: Decent work and economic growth	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor.	Page 45. None identified.	Relations with customers and suppliers	Goal 8: Decent work and economic growth	Fully

Security Practices

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
410-1	Security personnel trained in human rights policies or procedures.	In 2019, 83% of security personnel received training in this area.		Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully

Rights of Indigenous People

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 2: Zero Hunger	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
411-1	Incidents of violations involving rights of indigenous peoples.	In 2019, these types of cases were not identified.		Goal 2: Zero Hunger	Fully

Human Rights Assessments

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.			Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
412-2	Employee training on human rights policies or procedures.	In 2019, 58% of employees had specific training on the topic of Human Rights in some of our facilities.			Fully

Local Communities

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 43.	Community engagement	Goal 1: No poverty Goal 2: Zero Hunger	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
413-1	Operations with local community engagement, impact assessments, and development programs.	Page 43.	Community engagement		Fully
413-2	Operations with significant actual and potential negative impacts on local communities.	Page 43.	Community engagement	Goal 1: No poverty Goal 2: Zero Hunger	Fully

Supplier Social Assessment

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 45.	Relations with customers and suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
414-1	New suppliers that were screened using social criteria.	Page 45.	Relations with customers and suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
414-2	Negative social impacts in the supply chain and actions taken.	Page 45.	Relations with customers and suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully

Public Policy

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.			Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
415-1	Political contributions.	ALPEK does not grant contributions to parties or political representatives.		Goal 16: Peace, justice and strong institutions	Fully

Customer Health and Safety

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Page 42.	Relations with customers and suppliers	Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
416-1	Assessment of the health and safety impacts of product and service categories.	Page 42.	Relations with customers and suppliers		Fully
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	In 2019 there were no cases of non-compliance with this concept.	Relations with customers and suppliers	Goal 16: Peace, justice and strong institutions	Fully

Marketing and Labeling

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
417-1	Requirements for product and service information and labeling.	Non material for our operations.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
417-2	Incidents of non-compliance concerning product and service information and labeling.	In 2019 there were no cases of non-compliance with this concept.		Goal 16: Peace, justice and strong institutions	Fully
417-3	Incidents of non-compliance concerning marketing communications.	Not applicable.			Fully

Customer Privacy

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.		Relations with customers and suppliers	Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	In 2019 there were no claims based on the violation of privacy and breaches of customer data.	Relations with customers and suppliers	Goal 16: Peace, justice and strong institutions	Fully

Social-Economic Compliance

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
GRI 103-1	Explanation of the material topic and its Boundary.			Goal 16: Peace, justice and strong institutions	Fully
GRI 103-2	The management approach and its components.				
GRI 103-3	Evaluation of the management approach.				

STD NUMBER	STANDARD	Answer/Location	Material aspect	SDG 2030	Status
419-1	Non-compliance with laws and regulations in the social and economic area.	In 2019 there were no cases of non-compliance of the laws in the social and economic fields.		Goal 16: Peace, justice and strong institutions	Fully