

General Policy of Respect for the Rights of Indigenous Peoples and Communities

At Grupo México, we comply with the obligations to support the promotion and respect of the human rights of all people as part of our activities, independently of the State's safeguarding obligations. We recognize the right of indigenous peoples and communities to preserve all the elements that make up their culture and identity, as well as their special relationship with elements of the environment. At the same time, we develop practical tools to implement these commitments.

WE ARE COMMITTED TO:

1. Respecting and promoting the rights of indigenous peoples and communities, and any community comparable to indigenous peoples, both individually and collectively, in accordance with the applicable international legal instruments, as well as with the national legislation of the countries where we have operations, always in compliance with our General Human Rights Policy.
2. Respecting the exercise of the right for self-determination of indigenous peoples and communities.
3. Conducting a due diligence process to identify, with the participation of indigenous peoples and communities, possible impacts to prevent and mitigate them and, when applicable, to remedy and / or compensate them, considering the regulatory frameworks of each country.
4. Recognizing cultural diversity in order to generate long-term harmonious relationships, based on respect and also on joint responsibility with the peoples and communities linked to our projects.
5. Opening and maintaining accessible and effective communication channels with indigenous communities, in search of an exchange of ideas and the promotion of a dialogue in which good faith shall prevail, prior to the beginning and throughout the life of a project, and in accordance with the applicable regulatory framework of each country.
6. Promoting the implementation of culturally appropriate programs that respect language, cultural representations and expressions, traditional uses and knowledge, spirituality, forms of organization and cultural heritage, that will promote the rights of the elderly, women, youth, children and people with disabilities.
7. Actively collaborate with governments, when applicable, and in accordance with the regulatory framework of each country, in terms of prior, free and informed consent.

We have a culturally customized attention channel to follow-up on requests and complaints available to communities in our three divisions in Mexico, Peru and the United States

Grupo México employees and its suppliers and contractors, in the Mining, Transportation and Infrastructure divisions, in all countries where we operate, are subject to this policy.