



COMMITMENT DECLARATION
TO HUMAN RIGHTS

COMMITMENT DECLARATION TO HUMAN RIGHTS

In Terrafina we are committed to respect the human rights of all our stakeholders, to prevent any violation risks, and mitigate possible impacts that generate as a result of our activities.

We recognize as human rights the set of prerogatives based on human dignity and those which are protected in the national legal body, as well as in international organizations and treaties. Additionally, we are committed with the implementation of the 10 Principles of the United Nations Global Compact.

OUR TEAM

At Terrafina we promote a culture of respect, where the diversity and integrity of each of our employees is valued. Through internal policies, we establish zero tolerance towards any form of discrimination, harassment or intimidation of employees, clients, suppliers or third parties, based on race, creed, religion, age, gender, genetics, or any hereditary or atypical blood trait, marital status, pregnancy, nationality, socioeconomic status, disability or any other situation protected by the corresponding law.

We work hard to maintain a free, safe and non-violent work environment. We prohibit any type of harassment and we do not tolerate any type of violence towards colleagues, clients, suppliers or anyone associated with the company, even outside the working area or off working hours. We promote and safeguard equal opportunities within our team, both for current employees and applicants. We facilitate the development of our collaborators based on their performance, capacities and compromise. Furthermore, we recognize freedom of association and collective representation, guaranteeing working conditions in accordance with the law.

We protect the information of our collaborators, clients and suppliers, including the information generated from our operations, avoiding inappropriate uses that could affect its security and integrity.

OUR SUPPLIERS

For our suppliers, we share our Ethics Code and require their confirmation acknowledging it. Additionally, we require them to state their compliance with current legislation, including the National Anticorruption System, tax regulations, among others.

Corruption, in any of its forms, damages human rights due to the misuse of resources and operation outside the law.

OUR TENANTS

We guarantee our tenants our ethical compliance, by always observing compliance with the law, thus providing them with peace of mind.

Relations with our tenants are based on mutually agreed contracts, in which both parties express their commitment to comply with the applicable legislation. Any activities carried out by the tenants must be lawful at any time.

OUR DEVELOPMENTS

We incorporate our new developments into an internal sustainability certification, which requires of compliance with high environmental, social and governance standards during construction phase.

Furthermore, we promote the certification of our properties in accordance with international standards of sustainable building, including the aspects of integration of the building in the environment, health and well-being of its users, and the labor and community relations aspects during the construction and operation of the property.

THE COMMUNITIES WHERE WE ARE PRESENT

We respect the rights of the local communities where our properties are located, and we avoid any type of displacement contrary to applicable legislation in the event of new developments and / or expansions.

INTERNAL MANAGEMENT OF THIS STATEMENT OF COMMITMENT

At Terrafina we have a system of policies that regulate our relationship with our employees, suppliers, tenants, and communities. As part of the implementation, supervision and compliance with such policies, we facilitate our complaints channel: integridad@terrafinamx

For Terrafina it is very important to attend received complaints, for their proper follow-up and response they are directed to the corresponding area.

Terrafina will take disciplinary action to any violation or inconsistency to the related policies, which may include the termination of the employment relationship. It is important to mention that at Terrafina we prohibit any form of retaliation against the person who makes a complaint or participates in an investigation process.