



Human Rights Guiding Principles and Policy

Fibra Danhos
Administradora Fibra Danhos



INTRODUCTION

Fibra Danhos (FD) is a Mexican Real Estate Investment Trust (REIT) established primarily to develop, own, lease, operate and acquire iconic and premier quality real estate assets in Mexico.

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and in accordance with the instructions of the Trust Technical Committee, is empowered to carry out all the necessary or convenient acts for the fulfillment of the Trust's purposes, including the hiring of personnel and contractual relationships with suppliers and service providers.

AFD made a commitment in 2020 to the ten principles of the United Nations Global Compact. For this reason, the model of our company, as part of FD, seeks to incorporate ethical, social, and environmental criteria for its management, balancing the three areas.

AFD considers that the respect, protection and promotion of human rights are fundamental pillars in its Corporate Social Responsibility (CSR) work, which is why it is formally committed to international initiatives and organizations that work in this field.

AFD conducts itself with responsibility in a way that is compatible with applicable legislation and under the framework provided by the following initiatives:

United Nations

- Universal Declaration of Human Rights
- United Nations Global Compact
- Guiding Principles on Business and Human Rights
- Sustainable Development Goals

International Labor Organization

- Tripartite Declaration on Fundamental Principles and Rights at Work
- Organization for Economic Cooperation and Development (OECD)
- Guidelines for multinational companies (Business & Human Rights Resource Center)

International standards

- Global Reporting Initiative (GRI)
- ISO 26000, Corporate Social Responsibility



ADHERENCE TO THE PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT ON HUMAN RIGHTS

Principle 1

Companies must support and respect the protection of internationally recognized fundamental human rights within their sphere of Influence.

Principle 2

Companies must ensure that their companies are not complicit in human rights violations.

Labor rights

Principle 3

Companies must support freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Businesses should support the elimination of all forms of forced or coerced labor.

Principle 5

Companies should support the eradication of child labor.

Principle 6

Companies must support the abolition of discriminatory practices in employment and occupation

HUMAN RIGHTS ACTION GUIDELINES OF AFD

AFD considers respect for Human Rights as a transversal axis that affects all dimensions of business activity, direction of its projects, investments, and activities towards sustainable development and thus contributing to the increase in well-being and the authentic progress of present and future generations, both in their immediate environment and globally. The involvement of CSR in the management model of Fibra Danhos materializes in a commitment to continuous improvement that the company applies to all its activities, under the following action guidelines:

Elimination of child labor

AFD does not allow illegal child labor or any form of exploitation of children*. If the company employs young workers, it will not do so in dangerous conditions or in conditions that compromise their health, safety or moral integrity.



*Any person under the age of 15 will be considered a child, unless local legislation establishes a higher age for work or compulsory schooling, in which case the higher age will apply. In cases where local legislation establishes that the minimum age to work is 14 years, this lower age will be applied as written in the ILO Convention 138 for developing countries. Young workers will be considered to be all those who are over the age of a child (according to the previous definition) and who are under 18 years of age.

Regulated employment

The work performed must be based on a recognized employment relationship, established through national law and practice.

Respect for freedom of association and the right to collective bargaining

Employees, without distinction, shall have the right to join or form unions of their own choosing, as well as to negotiate jointly if a significant part of them agrees. The workers' representatives will not be discriminated against, harassed, intimidated or retaliated against, and will be able to carry out their functions.

Non-discrimination practice

Discrimination in hiring, compensation, access to training, promotion, dismissal, or retirement on the basis of race, caste, gender, age, family responsibilities, religion, disability, marital status, ethnicity, national origin, sexual orientation, union membership or political affiliation will not be allowed.

Payment of wages for a decent life

The salaries and benefits paid will comply at least with the national legal regulations, or the local regulations or those of the reference industry. . In any case, wages, minus those paid in kind, must be sufficient to meet the basic needs of workers. All workers must receive written and understandable information about their working conditions in relation to wages before starting the employment relationship, and about the details of their wages during the pay period in question each time they receive the salary.

Not excessive working hours

The standard working hours will respect the national legislation and the reference norms of the industry, prevailing the one that offers greater protection to the employee.



GUIDING PRINCIPLES

- All action of AFD and people that integrate it will keep a scrupulous respect of Human Rights and Public Freedoms including the Universal Declaration of Human Rights of the United Nations.
- AFD will promote and guarantee equal opportunities between men and women, non-discrimination in access to employment and the prevention, attention, and eradication of sexual and labor harassment, always in defense of human rights.
- AFD believes that the labor inclusion of people with disabilities enriches the work environment and that the right to work cannot be born of compassion or forced solidarity, but of the inalienable respect for the human rights of each person.
- That is why AFD promotes the selection of talent by looking beyond physical, social or mental limitations or capabilities. For AFD it is extremely important that everyone has the same opportunities to work, to be useful to society and at the same time to satisfy everyone's needs with dignity.
- To achieve an inclusive work environment, it is important to consider generational diversity. Reason for which AFD promotes respect for the rights of senior residents, as well as their inclusion and empowerment.
- Promote a culture of diversity, inclusion, labor equality and non-discrimination within the company.

GENERAL GUIDELINES

To fulfill its responsibility of respecting human rights, AFD develops and implements this policy and states:

- a) A public commitment to assume its responsibility to respect human rights.
- b) A human rights due diligence process to identify, prevent, mitigate, and account for how it addresses its impact on human rights.

And to take responsibility for respecting human rights, AFD expresses its commitment to this responsibility through this statement:



- a) It is approved by the highest management level of the company.
- b) It is based on specialized internal and/or external advice.
- c) It establishes what the company expects, in relation to human rights, from its personnel, its partners and other parties directly linked to its operations, products or services.
- d) It is made public and disseminated internally and externally to all staff, partners and other interested parties.
- e) It is reflected on the policies and operational procedures necessary to instill the commitment assumed at the level of the entire company with its responsibilities, commitments, and expectations.

AFD is committed to continuing advance in exercising compliance, promotion and dissemination of human rights, as established by the United Nations Guiding Principles for Business and Human Rights, as well as the development of remediation mechanisms where it operates.