



HUMAN RESOURCES POLICY

INTRODUCTION

The objective of human rights is to protect individual freedoms and guarantees. To this end, international protection agencies and mechanisms have proliferated. Some are based on international treaties, and others, such as the United Nations Rapporteurs or Working Groups, are based on decisions of the United Nations Human Rights Commission regarding specific matters (disappearances, right to work, prohibition of slavery and servitude, prohibition against forced or obligatory labor, prohibition of discriminating against people with family responsibilities, occupational health and safety, the right to fair, equitable and satisfactory working conditions, etc.).

Our Human Rights policy is therefore based on the Universal Declaration of Human Rights¹ of the United Nations, and the Declaration on Fundamental Principles and Rights at Work,² adopted by the International Labor Organization (ILO); in addition to the guiding principles on companies and human rights³ adopted by the United Nations.

I. PURPOSE AND SCOPE

Through our Human Rights Policy, our commitment at FibraShop to developing human rights applies to all operations and their employees. We encourage our clients, suppliers, and service providers to share in our commitment to uphold human rights.

We comply with all applicable laws and regulations at the local and federal level related to and impacting the exercise of human rights in the communities in which we operate. The following includes, but is not limited to, the fundamental human rights whose observation and protection we prioritize:

II. POLICY

A) PRINCIPLES

Our commitment at **FibraShop** to upholding human rights is based on the following principles:

- To promote full respect for diversity and inclusion, prohibiting discrimination among our employees, business partners, clients, providers, or other individuals or communities in which we operate. FibraShop and its employees do not discriminate as a function of race, religion, gender, age, civil status, differing abilities, political opinion, social origin, sexual orientation, and or any other reason, thus providing equal opportunities throughout all aspects of work and business
- To take all measures necessary to prevent and fight physical, verbal, or written harassment of any type
- To protect the health and safety of workers, offering a dignified working environment, and implementing the measures necessary to prevent minimization of work-related risks in our operations



- Not to use or support the use of child or forced labor in our operations, and to take preventive measures against such practices, including verification of compliance with the minimum age requirements established in applicable domestic legislation, payment of competitive salaries, and the establishment of working hours in compliance with the law
- To respect indigenous communities and traditional ways of life

B) RESPONSIBILITIES

The Board of Directors is tasked with providing the appropriate resources to establish this policy and ensure it is adequately communicated and distributed throughout the organization.

These objectives are formalized and broken down into specific goals that focus on continuous improvement. These objectives are evaluated periodically and approved by the Board of Directors.

All company employees must be aware of, understand, and comply with the provisions of this policy.

Our business units are responsible for applying this policy in their decisions and operations.

Human Resources and General Managers at our Shopping Centers in all geographic areas are responsible for implementing the objectives of this policy throughout the company, and reviewing and updating it.

1. REFERENCE DOCUMENTS:

DOCUMENTS	CODE
Annual Sustainability Report	IAS
1Universal Declaration on Human Rights, which may be consulted here:	https://www.un.org/es/universal-declaration-human-rights/
2Declaration on Fundamental Principles and Rights at Work (International Labor Organization – ILO)	http://www.ilo.org/declaration/thedeclaration/textdeclaration/lang--es/index.htm
3Guiding Principles on Business and Human Rights (UN)	http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_SP.pdf

2. RECORDS:

RECORDS	RETENTION TIME	RESPONSIBLE FOR RETENTION	RECORD CODE
FSIntranet	Undefined	Systems Management	Does not apply

3. CHANGES TO THIS VERSION:

VERSION NUMBER	DATE UPDATED	CHANGE DESCRIPTION
1	January 2022	Does not apply

Authorization date:

PREPARED BY:	REVIEWED BY:	AUTHORIZED BY:
Miriam Reyes Sánchez Internal Control	Irvin Garcia Millán Assistant Comptroller	Gabriel Ramírez Fernández Chief Financial Officer