



Human Rights Policy

Fibra Danhos

Administradora Fibra Danhos



INTRODUCCIÓN

Fibra Danhos (FD) is a Mexican Trust established mainly to develop, own, lease, operate, and acquire iconic and premier quality commercial real estate assets, offices, mixed-use projects, industrial warehouses, and projects in the tourism sector in Mexico.

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and under the instructions of the Trust Technical Committee, is authorized 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

SCOPE

Ensure respect and protection of human rights in all FD and AFD operations and commercial relationships.

REACH

This Policy establishes two levels of demand for FD and AFD: the first is a commitment to responsibility and demand within their respective organizational structure in compliance with human rights, and the second is to demand the same level of compliance from their suppliers, contractors, or service providers.

OUR COMMITMENT

At Fibra Danhos, our mission is to create, operate, and innovate real estate icons that transform Mexico's urban areas. We recognize that to achieve this goal, we must consistently reflect the society we aim to build. This society leaves no one behind, is fair, and inclusive, and does not make decisions about the community without considering the community. Therefore, we take our responsibility to our stakeholders seriously, committing to ethical behavior in our business practices and decision-making. A fundamental aspect of this commitment is respecting the human rights of all individuals with whom we interact, whether directly or indirectly.

AFD conducts itself with responsible conduct compatible with applicable national legislation and under the framework provided by international initiatives, such as the ten principles of the United Nations Global Compact, in which AFD has been an adhered member since 2020.

In line with United Nations Global Compact principles, related to human rights and labor standards AFD and FD;

- Assumes its responsibility to respect and defend human rights, established in the United Nations International Declaration of Human Rights and the principles related to fundamental



rights established in the International Labor Organization (ILO) Declaration on the principles and fundamental work rights.

- Recognizes its responsibility to implement human rights due diligence to identify, prevent, and mitigate potential human rights impacts throughout its value chain. We assume this responsibility by periodically evaluating our potential and actual impacts on human rights in our value chain, monitoring the risks detected, communicating how these impacts are managed and addressed, and committing to providing access to and remedying negative impacts on human rights.
- Is committed to continuously improving its actions to respect and defend human rights, not only in the relationship with collaborators but also with the entire value chain.

FD's commitment to human rights applies to all its operations and third parties, integrating it into the different policies, systems, and processes, including collaborators, tenants, visitors, suppliers, procurement practices, compliance, and risk management.

COMPROMISOS ESPECÍFICOS ANTE Y HACÍA NUESTROS GRUPOS DE INTERÉS

Human trafficking

The recruitment, transportation, transfer, accommodation, or receipt of a person by means such as threat, use of physical force, or other forms of coercion, kidnapping, fraud, or deception for exploitation is strictly prohibited.

Elimination of child labor

AFD does not allow child labor or any form of exploitation of minors and ensures that hiring is exclusively for adults, requesting official identification documents.

Regularized employment

Work must be conducted within a recognized employment relationship, established by national legislation and practice, thereby preventing any form of forced labor.

Respect for freedom of association and the right to collective bargaining

Workers, without distinction, shall have the right to join or establish unions of their choice, and to collectively negotiate if a significant portion of them agrees. Workers' representatives shall not face discrimination, harassment, intimidation, or retaliation and shall be able to fulfill their duties without hindrance.



Non-discrimination practice

Discrimination in hiring, remuneration, access to training, promotion, dismissal, or retirement based on race, caste, gender, age, family responsibilities, religion, disability, marital status, ethnic origin, nationality, sexual orientation, or affiliation will not be permitted union or political affiliation.

Payments of wages for decent life

Salaries and benefits paid will at least comply with national, local, or industry regulations. In any case, salaries must be sufficient to satisfy the basic needs of workers. All workers must receive written, clear, and understandable information about their working conditions, wages before starting the employment relationship, and the details of their wages during the payment period in question each time they receive this consideration.

Not excessive working hours

The standard work schedule will respect national legislation and industry reference standards, with the one that offers greater protection to the employee prevailing.

GUIDING PRINCIPLES

I.- All actions of AFD and its members will maintain scrupulous respect for the Human Rights and Public Freedoms included in the United Nations Universal Declaration of Human Rights.

II.- AFD will promote and guarantee equal opportunities between men and women, non-discrimination in employment access, and the prevention, care, and eradication of sexual and workplace harassment, always in defense of human rights.

III.- AFD believes that the labor inclusion of people with disabilities is enriching and that the right to work cannot be born from compassion or forced solidarity but from the inalienable respect for the human rights of each person. That is why AFD promotes inclusive talent selection, equal opportunities, and seeks to meet everyone's needs with dignity.

IV.- To achieve an inclusive work environment, it is important to consider generational diversity. For this reason, AFD promotes job opportunities in all age groups and respect for the rights of older adults, as well as their inclusion and empowerment.

V.- Promote a culture of diversity, inclusion, labor equality, and non-discrimination within the company.



GRIEVANCE MECHANISMS

AFD requests all stakeholders to report any concerns or feedback they have regarding occupational health and safety risks in our operations or value chain through its ethics line. This same channel is available for anonymously reporting any detected breaches.

You can communicate your concern through the portal <https://danhosteescucha.lineaetica.com.mx> or email danhosteescucha@lineaetica.com.mx, generating a ticket for follow-up.

POLICY REVIEW

AFD undertakes to review this policy annually with the possibility of modifying and updating it at any time. Changes to this policy will come into effect immediately once it is updated on the website, so we encourage the reader to review this policy regularly.

RELATED POLICIES

- Code of Ethics
- Suppliers Code of Conduct
- Stakeholder Relation Policy
- Anticorruption Policy
- Occupational Health and Safety Policy
- Protocol to Prevent, Address and Eradicate Workplace Violence

DOCUMENT CONTROL

Version	Approved by	Date of last review/update
1.0	Blanca Canela, Directora Ejecutiva de Administradora Fibra Danhos	November, 2022
2.0	Blanca Canela, Directora Ejecutiva de Administradora Fibra Danhos	December 2023