



## Human Rights Policy

### Objective

Tecpetrol is committed to carrying out its operations in a manner consistent with the principles of human rights, fostering and promoting respect for the fundamental rights and dignity of people.

Tecpetrol strives to act in compliance with the Universal Declaration of Human Rights; the principles articulated in the International Labour Organization's Declaration of Fundamental Principles and Rights at work; the United Nations Global Compact, and all human rights laws, rules and regulations applicable to the jurisdictions where it does business.

Tecpetrol adheres to the following principles, including but not limited to:

- Respect for freedom and human dignity.
- Prohibition of child labor, compulsory forced labor, slavery or servitude.
- Prohibition of cruel, inhuman or degrading treatment or punishment.
- Prohibition of discrimination.
- Recognition of freedom of association and participation in collective bargaining.

### Scope

This policy applies to all Tecpetrol personnel, as well as to the personnel of all joint ventures controlled by Tecpetrol.

It also applies to suppliers and collaborating third parties, principally as it is as a condition for establishing a relationship with Tecpetrol, as these must first accept the company's Code of Conduct for suppliers.

### General aspects and principles

All Tecpetrol employees and suppliers must be treated with dignity and equality.

Tecpetrol promotes diversity and rejects all types of discrimination, whether based on gender, sexual orientation, ethnic origin, color, age, religion or political opinion.

Tecpetrol is opposed to forced, child or compulsory labor. It will not tolerate, and shall firmly combat, slavery and servitude in all its forms. Tecpetrol is committed to a work environment free of violence, harassment, abusive treatment or exploitation.

Tecpetrol values and respects the cultures and traditions of the communities in the areas where it operates, and takes into account the health, environment, human rights and economic well-being of these communities in its operations.



#### Violations of this Policy. Transparency Line.

Tecpetrol expects all members of its value chain to share its values regarding human rights and community relations. It will not tolerate any behavior that is not consistent with the principles, values and norms reflected in this Policy, by any of its employees or suppliers.

Tecpetrol is committed to helping its employees and suppliers understand and apply this Policy and encourages them to seek advice from Human Resources, the BCCO and DILEG on how to interpret this policy or deal with any situation that may arise. Tecpetrol also encourages the use of the Transparency Line to report any possible violation or infraction of this Policy.

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