



## **Sustainability Policy**

Empresas ICA, S.A.B. de C.V., its subsidiaries and affiliates (the “Society”), recognize that being sustainable means satisfying client’s needs, offering attractive returns to its investors and creating value for everyone involved, directly or indirectly, with the company’s actions, while, business is conducted responsibly in the field of sustainability.

Since its founding, the Society has had a commitment with developing the places where its personnel works, with its engineering, with the application of technological innovations, and with the transparency of all our activities and the fulfillment of all our obligations. The above, allows an interrelation of three fundamental aspects in the field of sustainability, like: environmental, social and health and safety aspects, which have to be in harmony with the principles and values of the Society.

The Society’s Board of Directors, with the previous opinion of the Corporate Practices Committee, dictates the following sustainability policies:

### **I. Objective**

This policy establish the Society’s guiding principles in the field of sustainability, taking into account the best existing practices in the subject, in order to contribute to the conservation of the environment, creating social wellbeing and preventing risks. It does so, by setting the general guidelines for the compliance of this policy.

### **II. Purview**

The present policy is of obligatory observance by all Society’s officials and employees.

### **III. Officials and responsible corporate areas**

It is the Society’s Chief Executive Officer’s responsibility to report and monitor the compliance of the present policy, previously approved by the Board of Directors.

The Sustainability Director is responsible monitor and measure sustainability results; and to report timely of the obtained outcomes to the correspondent corporate areas.

### **IV. Guiding Principles**

#### **4.1 Best practices**

- a. To implement within the Society the best sustainability practices, maintaining compliance with the subject’s normativity.
- b. To provide a safe environment to everyone involved directly or indirectly with the company, promoting a transparent and efficient organization, through the observance of the Society’s code of ethics.



- c. To take appropriate measures, in order to prevent economic, social, environmental and political risks.
- d. To promote a corruption free culture

#### 4.2 Environment

- a. To maintain a preventive focus that favors the preservation of the environment
- b. To encourage the use of objectives and goals in initiatives, with the purpose of achieving greater environmental responsibility.
- c. To promote the measurement and reporting of the development of our activities in favor of the environment.
- d. To encourage the development and usage of technologies that respect the environment and to look for alternatives so as to promote sustainability.
- e. To respect the environment of our projects, seeking the efficient use of resources, minimizing the impact on our working areas.
- f. To minimize our emissions and discharges to water, air and land. To encourage the reuse, recovery and recycling of materials. To conduct an environmentally safe final disposal.
- g. To measure, reduce and compensate greenhouse gas emissions and promote actions to diminish global warming through innovation in our projects and services.
- h. To establish mechanisms for the projects to carry out the proper conservation of animal and plant species in their environment.

#### 4.3 Eco-efficiency

- a. To reinforce the care of legality, origin and management of resources used by the Society, taking special care in the use of timber resources.
- b. To establish mechanisms with the aim of reducing the consumption of energy and water; to optimize the use of building materials and avoid waste.
- c. To reduce depletion of non-renewable energy through alternative sources of energy.
- d. To ensure responsible management of natural and economic resources in favor of the present and future generations.
- e. To support initiatives that encourages the development of competitive infrastructure and engineering projects.

#### 4.4 Social

- a. To offer the society's employees a safe work environment, where they can develop their ideas and grow professionally,
- b. To promote a diversity and inclusive culture, encouraging equal opportunities based on personal merit and proven aptitudes.
- c. To respect the protection of the universally recognized fundamental human rights, within its purview.



- d. To promote the freedom of association and the effective recognition of the right to collective bargaining.
- e. To support the elimination of all forms of forced or compulsory labor; and in that regard, to support the eradication of child labor.
- f. To promote the development of companies who are part of our value chain.
- g. To collaborate with local governments and/or with the various public and private institutions in the development of social programs with the intention of reducing the social, economic and environmental impact generated by our projects
- h. To positively contribute to the local and international community, strengthening relationships with stakeholders.
- i. To support analysis of social risks in our projects.

Approved by the Corporate Practices Committee: November 3, 2014.

Approved by the Board of Directors: November 3, 2014.

Reviewed by the Corporate Practices Committee on January 19, 2015 and ratified by the Board of Directors at its meeting held on January 19, 2015