

<b>POLICY TITLE:</b>	<b>HUMAN RIGHTS POLICIES</b>
<b>POLICY CODE:</b>	
<b>ISSUANCE DATE:</b>	August 2023
<b>LAST REVIEW DATE:</b>	August 2023
<b>REVISION N°:</b>	0
<b>PREPARED BY:</b>	Fibra Inn Human Capital
<b>SCOPE:</b>	All Fibra Inn personnel

**UNDER F.F.L:**

No employment relationship

## 1. OBJECTIVE

At FIBRA INN, we recognize the importance and fundamental value of Human Rights, and we are committed to promoting, protecting, and respecting the corresponding principles and guidelines across all our operations and business relationships. This includes all human rights enshrined in the Political Constitution of the United Mexican States, as well as those referenced in international human rights standards ratified by the Mexican Government, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

## 2. SCOPE

This policy applies to all business activities carried out by FIBRA INN, as well as to any activity conducted within assets owned by the Trust. In addition to complying with applicable regulations, all parties must adhere to the guidelines set forth in this Policy, which serves as an extension of all other existing policies.

Furthermore, this policy outlines our commitments regarding the respect for and promotion of human rights within our company and throughout our value chain. It applies to all our employees and suppliers across the territories in which we operate. In the selection and hiring of our distributors, suppliers, and any business partners, we assess compliance with this policy.

### 3. DEFINITIONS

**3.1 Accessibility for People with Disabilities:** The ability of individuals with reduced mobility to enjoy adequate safety conditions for carrying out their work activities, without restrictions arising from the physical environment of the workplace, ensuring their integration and equal opportunities.

**3.2 Sexual Harassment:** Requesting sexual favors, verbal, physical, or visual acts of a sexual nature, pinching, patting, kissing, touching, smiles, looks, jokes, and contact that is unprovoked and unwanted.

**3.3 Working Conditions:** The set of factors under which a worker performs their duties, which, if inadequate, may negatively impact their health. This includes working hours, total hours worked, rest periods, work schedules, remuneration, as well as physical conditions and mental demands in the workplace.

**3.4 Human Rights:** These are rights inherent to all individuals regardless of nationality, race, gender, sexual orientation, religion, ethnic origin, social status, or any other characteristic. These rights are universal, inalienable, indivisible, and interdependent, and apply to all people at all times and in all places. They include the right to life, liberty and personal security, freedom of expression, freedom of religion, the right to a fair trial, the right to education, the right to decent work, the right to non-discrimination, and many others.

The definition of Human Rights is based on the idea that all individuals possess intrinsic dignity and are entitled to be treated with equality, freedom, and respect. These rights are enshrined in international instruments such as the United Nations Universal Declaration of Human Rights, as well as in international treaties and conventions aimed at protecting and promoting the fundamental rights of individuals.

**3.5 Right to Strike:** The temporary suspension of work carried out by organized workers, affecting a company or some of its establishments, with the purpose of halting activities in order to seek solutions to labor disputes.

**3.6 Discrimination:** Involves separation, distinction, and exclusion based on ethnic, national, or regional origin; gender; age; disability; social or economic status; health conditions; pregnancy; religious beliefs; opinions; sexual preferences; marital status; the work performed; or any other factor that results in the prevention, undermining, or nullification of the recognition or exercise of fundamental rights and freedoms and the real equality of the organization's employees.

**3.7 Equality:** The right of all human beings to be equal in dignity, to be treated with respect and consideration, and to participate on equal terms in any area of economic, social, political, cultural, or civil life.

**3.8 Freedom of Religion:** The right to choose and practice a religion without undue interference. Freedom of religion or belief has multiple dimensions and is interconnected with other human rights, such as the right to freedom of expression and the right to life.

**3.9 Freedom of Association:** According to the International Labour Organization (ILO), freedom of association means respecting the right of employers and workers to freely and voluntarily establish and join organizations of their choice. These organizations have the right to carry out their activities in full freedom and without interference. Employers and governments must not interfere with workers' decisions to associate, nor discriminate against workers who choose to join or represent such organizations.

**3.10 Non-Discrimination:** This right is part of the principle of equality and protects individuals from being discriminated against for any reason. The Universal Declaration of Human Rights states that all human beings are born free and equal in dignity and rights, and therefore it is not justifiable to distinguish, exclude, or treat any person as inferior unless there is a reasonable basis to do so.

**3.11 Maternity Protection:** Respect maternity rights in the workplace and ensure that pregnant women are not discriminated against in employment opportunities.

**3.12 Fair Wages and Remuneration:** The Universal Declaration of Human Rights states that "everyone who works has the right to just and favorable remuneration ensuring for themselves and their family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection".

**3.13 Safety and Health:** A discipline concerned with the prevention of work-related injuries and illnesses, and with the protection and promotion of workers' health, according to the International Labour Organization (ILO). Occupational Safety and Health (OSH) involves improving working conditions and environments to ensure workers' health and safety during their activities. OSH is considered an integral part of the right to the highest attainable standard of physical and mental health.

**3.14 Decent Work:** Decent work is a concept that seeks to define what constitutes good or dignified employment in a globalized world. Work that dignifies and fosters the development of individual capabilities is not just any job; it is not considered decent if it is performed without respect for fundamental labor rights and principles, if it does not provide fair and proportional income for the effort made, if it involves gender-based or any other type of discrimination, or if it lacks social protection.

**3.15 Forced Labor:** According to the International Labour Organization (ILO), forced or compulsory labor is any work or service exacted from an individual under the threat of any penalty and for which the individual has not offered themselves voluntarily. The term "threat of a penalty" may include punishments such as imprisonment, threats or use of

physical violence, psychological coercion, or restrictions on a worker's freedom, including prohibiting them from leaving the workplace. It may also involve threats to harm a victim's family, threats to report undocumented workers to authorities, withholding identity documents or wages to force a worker to stay in the job in hopes of eventual payment.

**3.16 Child Labor:** According to the International Labour Organization (ILO), child labor is work that harms the well-being of children and interferes with their education, development, and future livelihood. Under the Federal Labor Law (LFT) in Mexico, it is prohibited to employ minors under the age of eighteen in overtime, on Sundays, or on mandatory rest days.

**3.17 Inhuman or Degrading Treatment:** Acts that intentionally harm or mistreat an individual. These actions are aimed at punishing or breaking a person's physical or emotional resistance.

## **4. GENERAL GUIDELINES**

FIBRA INN is committed to fostering an organizational culture that implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights violations, upholding the principles contained in the Universal Declaration of Human Rights, as well as the dignity of individuals working within its operations.

As a provider of financial services and asset management in the hospitality and lodging sector, we are in a privileged position to exert a constructive influence on the protection of human rights within the environment in which we operate. Therefore, we continuously seek ways to promote respect for human rights in a manner consistent with our internal policies as well as any existing legal restrictions.

### **4.1 PREVENTION COMMITMENTS**

#### **4.1.1. Right to Decent Work**

- Ensure a safe and healthy work environment for all employees, in compliance with applicable labor laws and regulations.
- Promote equal employment opportunities, avoiding any form of discrimination based on ethnic or regional origin, gender, age, social or economic status, health conditions, religious beliefs, opinions, sexual orientation, marital status, or any other unjustified distinction that prevents, undermines, or nullifies the recognition or exercise of employees' rights—especially for women or LGBTI+ individuals.
- Encourage pay equity and fair compensation, prohibiting labor exploitation and guaranteeing decent working conditions.
- Comply with applicable occupational health and safety standards and regulations, providing the necessary training and encouraging active employee participation in maintaining a safe

environment.

- Take all measures to prevent and address any form of harassment or violence, whether physical or psychological, in the workplace.

#### **4.1.2. Right to Equality and Non-Discrimination**

- Do not tolerate any form of discrimination based on ethnic or regional origin, gender, age, social or economic status, health conditions, religious beliefs, opinions, sexual orientation, marital status, or any other unjustified distinction that prevents, undermines, or nullifies the recognition or exercise of employees' rights—whether directly or indirectly—across our operations, including recruitment, hiring, training, promotion, and termination.
- Promote diversity and inclusion in the workplace, valuing and respecting the individual differences of our employees.
- Promote gender equality throughout all areas of our organization, ensuring equal opportunities, access to leadership roles, and equitable compensation.
- Promote equality and equity between men and women in the workplace and contribute to closing gender gaps.

#### **4.1.3. Right Not to Be Subjected to Forced Labor**

- Refrain from any form or practice of forced labor, including debt bondage, human trafficking, and labor exploitation, and avoid maintaining business relationships with any company engaged in such practices.
- We are committed to ensuring that all employees work voluntarily and without undue pressure.
- Do not employ or promote forced labor within our operations, and adopt preventive measures against such practices, including verification of compliance with the minimum legal requirements set by applicable national legislation, payment of competitive wages, and the establishment of working hours in accordance with the law.

#### **4.1.4. Child Labor**

- Prohibit the hiring of individuals below the legal minimum working age established by national laws.
- Promote social responsibility programs aimed at eradicating child labor and supporting children's education and well-being.
- Participate in internship and training programs for higher education students to promote their development, in accordance with the guidelines set forth by applicable national legislation.
- Do not employ or promote child labor within our operations, and adopt preventive measures against such practices, including verifying compliance with minimum age requirements established by national law, paying competitive wages, and establishing working hours in accordance with legal standards.

**4.1.5. Right to Freedom of Religion**

- Respect and protect the freedom of religion and beliefs of our employees.
- No discriminatory or restrictive actions will be taken based on a person's religion or beliefs.

**4.1.6. Right to Freedom of Association and Collective Bargaining**

- Do not interfere with employees' decisions to associate, nor discriminate against workers who choose to join unions or act as their representatives.
- Respect employees' rights to join labor unions, form associations, and exercise their right to collective bargaining.
- Do not retaliate against, coerce, or discourage employees for exercising their union rights.
- Inform workers of the benefits of union membership and their right to strike.
- Provide mechanisms that enable employees to exercise their right to freedom of association and collective bargaining.

**4.1.7. Right to Occupational Safety and Health**

- Provide a safe and healthy work environment by identifying and effectively managing occupational risks.
- Comply with applicable occupational health and safety laws and regulations, provide the necessary training, and encourage active employee participation in promoting a safe workplace.
- Promote employee health and safety by adopting the necessary measures to minimize operational risks and training staff in workplace safety and health.

**4.1.8. Right to Accessibility**

- Adopt measures to eliminate barriers and ensure equal access for people with disabilities within our facilities.
- Promote inclusion of people with disabilities through awareness campaigns and training so that staff can provide the necessary support to enable employees with disabilities to perform their duties without obstacles.
- The Human Resources department encourages the hiring of people with disabilities, promoting inclusive recruitment.

**4.1.9. Right to Maternity and Childhood Protection**

- Promote work-life balance by allowing working mothers or fathers to choose flexible schedules.
- Breastfeeding periods and maternity and paternity leaves are granted so that parents can care for their newborn children.
- Dismissal due to pregnancy and discrimination based on maternity is prohibited. Women are guaranteed the right to return to the same job or to an equivalent position with equal pay after maternity leave.

#### **4.1.10. Right to Freedom of Expression**

- Promote freedom of expression by taking the necessary measures to ensure that our employees can freely express their opinions or ideas, provided they do so respectfully and in alignment with our organizational values. This includes creating and sharing information and content through our official communication channels.
- Do not discriminate, filter, interfere with, or inspect content, applications, or services transmitted through the company's communication channels.
- Protect the personal data of clients, employees, distributors, shareholders, and suppliers, as well as the privacy of our users' communications.

#### **4.1.11. Elimination of Inhuman or Degrading Treatment**

- Zero tolerance for any behavior that undermines the dignity of employees, including harassment or workplace bullying through comments, mockery, threats, or any conduct that attacks a person's dignity.
- A respectful and tolerant work environment is promoted, encouraging dialogue and providing feedback channels for complaints and suggestions between employees and their supervisors.
- Measures are implemented to prevent psychosocial risk factors, workplace violence, and to promote a positive organizational environment.

### **4.2 RESPONSABILITIES**

#### **Executive Management:**

- Lead and promote the implementation of this policy and allocate the necessary resources.

#### **Ethics Committee:**

- Review and implement improvements to the policy and its practices to ensure that significant issues potentially affecting Human Rights are not overlooked over time or due to organizational changes.
- Follow up on all reports received through the Fibra Inn Alert Line.
- Conduct the necessary investigations and define consequences for violations of the Fibra Inn Code of Ethics.

#### **Human Capital:**

- Raise awareness about the company's human rights impact among departments and/or leaders, and help them understand these consequences.
- Communicate this policy internally and externally to ensure that it is known and understood by all employees, partners, suppliers, and other stakeholders—and that it is properly enforced.
- Assess the company's impact on human rights and identify risk areas, including country analyses, assessments of new operations, and stakeholder consultations.

- Integrate human resources into company processes and analyze training, communication, and management systems, among others.
- Consult with internal and external stakeholders to validate and ensure that the policy is fit for its intended purpose and addresses the expectations and concerns of potentially affected groups and other relevant stakeholders.
- Conduct periodic assessments to monitor compliance with this policy and promote continuous improvement in our labor practices.
- Track performance and report accordingly, including identifying indicators to measure progress.

**Leaders:**

- Promote an inclusive and diverse workplace culture within their teams, where human rights and a trusting environment are actively encouraged.
- Build leadership commitment to human rights to ensure internal support for allocating resources to policy implementation.
- Develop internal management capacity, generate ideas for future priorities, and foster enthusiasm around the topic.
- Provide remedy or cooperate in remedying adverse human rights situations that the company has caused or contributed to through a legitimate process.

#### **4.3. Communication and Policy Promotion**

- The Whistleblower Hotline is established as the reporting mechanism to address any human rights violations or related concerns.

This Human Rights Policy reflects our unwavering commitment to respecting human dignity and promoting a fair, inclusive, and safe work environment. All employees, partners, and stakeholders are expected to comply with these principles and work collaboratively toward their effective implementation.

### **5. EXCEPTIONS**

Any exception to the criteria established in this policy must be authorized by General Management

### **6. SIGNATURE SECTION**

<b>Authorized/Reviewed by:</b>	<b>Position:</b>	<b>Signature:</b>
OSCAR CALVILLO AMAYA	Chief Executive Officer	
MIGUEL ALIAGA GARGOLLO	Chief Financial and Administrative Officer	
MIGUEL RODRIGUEZ VALDEZ	Human Capital Director	