


2019



CORPORATE
SOCIAL
RESPONSIBILITY
REPORT





In 2019, Alpek Polyester continued to build capacity to deliver integral solutions for our clients, boost our communities and employee's development and to make our processes ever more environmentally friendly. In order to achieve this, we invested more than \$21 U.S. million in sustainability aimed actions.



Our reporting approach

GRI Standards: 103-1b, 103-1c, 102-48, 102-49

The report contains Alpek Polyester's sustainability activities carried out from Jan 1st to December 31st, 2019. This is the third consecutive report published by the Company as Alpek Polyester, integrating information from Grupo Petrotemex S.A. de C.V. and DAK Americas LCC. in Mexico, Canada, USA and Argentina. It is also the third report published under the methodology of the Global Reporting Initiative (GRI) Standards. The chosen version is Core; this means that at least one of the indicators of the standards, regarding the aspects identified as material, has been fully answered. The reporting cycle is annual and the previous one was published on June 2018. We continue to include the SDGs (Sustainable Development Goals) to which we contribute.

In order to define the content, we used three criteria: the first criteria, according to what we reported in the previous year; the second criteria, following up on the most relevant events of 2019; the third criteria, the materiality of the indicators for the industries served by Alpek Polyester, which is in reference to our materiality analysis and what was expressed by our stakeholders, through the several communication channels that we have.

The measurement methods for the different categories in the report (environmental and labor data), were defined by the Company in compliance with the laws and regulations applicable to it. In order to make conversions from Mexican pesos to US dollars we used the average exchange rate of each of the months in which the transactions in pesos were carried out. For balance sheet items, the exchange rate used was the one according to December 31st, 2019, of \$18.85 pesos per dollar. This methodology is aligned to the one used in our financial reports.

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A message from our Executive Directors

GRI Standards: 102-10, 102-11, 102-14, 102-15.

“ We welcome you to learn about our performance in 2019, our strengths and opportunity areas, and how are we addressing them to contribute to a sustainable future. ”

The year 2019 was one of the best ever for Alpek Polyester in the Plastics segment, that offset the negative effect from the drop in paraxylene (Px) prices on Polyester results. As in 2018, this year presented us with great growth opportunities, as well as bigger responsibilities regarding our sustainability performance.

During 2019 we continued to work on our value proposal, strengthening our CSR Strategy through the implementation of our Sustainable Business Model into every business decision we made. Through our holding Company, Alpek, the sale of our two cogeneration plants was finalized, which brought both economic and environmental benefits, since we will continue to cover the energy needs of our operations in Mexico. This will allow us to continue on

making use of resources in a more sustainable manner, as we maintain our commitment to be ever more efficient in their consumption and use. In turn, we make sure our business can thrive.

We care for the planet and the environment, so we have been directing our efforts towards the circular economy path. This isn't an easy task, given the nature of our raw materials, as well as the disposal of our products, but it is not impossible either. One of the main actions carried out this year, was the adherence as a Silver Funding Partner of *The Recycling Partnership* in the US, an alliance of companies that seek to accelerate the recycling legislation and policies in the US. In a more general environmental care scenario, we started running operations of our second cogeneration plant in Altamira, Mexico, which brought

both economic and environmental benefits. We continuously invest in improving our facilities, processes and operations, in order to reduce our environmental footprint. In 2019, we managed to reduce our emissions by 24,209 tons CO₂ eq, which is equivalent to what more than 5,000 cars emit per year and reused 1,872 megaliters (ML) of water in our processes.

This represents the water needs of approximately 3,000 Mexican households.

Regarding the well-being of our people, employees and communities, this year we invested more than \$23 million US in their integral development by offering training, granting scholarships, and investing in their health and safety. We ended the year with zero fatalities. Through our actions aimed at the betterment of our communities, we reached more than 4,500 students by supporting 32 local schools around our sites.

We will maintain and enhance our focus on integrating ESG criteria within our core business strategy, ensuring the management and delivery of societal impact in a way that generates enduring long-term benefits for the environment and society. It's by focusing on offering the best products, services and creating long-term relationships, that we can make the greatest positive impact.

We welcome you to learn about our performance in 2019, our strengths and opportunity areas, and how are we addressing them to contribute to a sustainable future.

Ing. Jorge Young
and Ing. Felipe Garza,
Co-Presidents of Alpek Polyester

Alpek Polyester: Responsible growth for a sustainable operation

GRI Standards: 102-10, 102-11, 102-14, 102-15.

Material aspect: Operations and Strategy.



At Alpek Polyester, we devote our human resources and technology to offer higher value products and services, in order to continue being one of the largest producers of Purified Terephthalic Acid (PTA) in the world, and the largest producer of Polyethylene Terephthalate (PET) across the Americas.

This commitment is guided by our set of values that consists of superior positioning with our customers, functional and operational experience, talent development, and a continuous search of growth and innovation opportunities.



Operations and presence

GRI Standards: 102-2, 102-4, 102-6, 102-7, 102-9.

Alpek Polyester is the integrated business unit of Alpek, S.A.B de C.V., and is comprised of Grupo Petrotemex S.A. de C.V., and DAK Americas LLC & subsidiaries. These businesses have merged operations to create one stronger market-leading organization to maximize value in the global polyester marketplace.

Diverse companies in the beverage, food, personal care and hygiene, carpet, clothing, and other types of consumer goods are among our main customers. The products we offer include PTA, PET Resins, Polyester Staple Fibers, rPET and Specialty Polymers.

By the end of 2019, we had 16 operations in 5 countries, Canada, USA, Mexico, Argentina and Brazil, including manufacturing facilities and corporate offices. This includes the addition, through acquisition, of PET Recycling operations in Richmond, Indiana, USA. These facilities highlight the business's commitment to sustainability and recycling and the opportunity for our PET and rPET products to participate and lead in true circular economies. Furthermore, these initiatives continue to remove millions of bottles a year from landfill and redirect them back into valued consumer products, reducing the carbon footprint of these consumer-based needs and reducing climate change impact.



- A Montreal (Quebec), CAN
Manufacturing - PET
(Compagnie Selenis Canada)
- B Chadds Ford, PA, U.S.
Sales
- C Fayetteville, NC, U.S.
Manufacturing - PET, rPET
- D Charlotte, NC, U.S.
US Headquarters
- E Wilmington, NC, U.S.
Technical Office
- F Columbia SC, U.S.
Manufacturing - PTA, PET
- G Charleston, SC, U.S.
Manufacturing - PET, PSF
- H Bay St. Louis, MS, U.S.
Manufacturing - PET
- Q Richmond, IN, U.S.
Manufacturing - rPET

- I Monterrey, N.L. MX
Mexico Headquarters
- J Altamira, Tamaulipas, MX
Manufacturing - PTA
- K Ciudad de México, México
Fibers, Resins Sales
- L Cosoleacaque, Veracruz, MX
Manufacturing - PTA, PET
- M Zarate, Argentina
Manufacturing - PET
- N Pacheco, Argentina
Manufacturing - rPET
- O Buenos Aires, Argentina
Manufacturing - PET
- P Pernambuco, Suape, Brazil
Manufacturing - PTA, PET & DTF

How we create value

GRI Standards: 102-10, 102-11, 102-14, 102-15.
Material aspect: Operations and Strategy.



In Alpek Polyester we strive to offer a wide range of superior products and services.

Key elements driving our growth include the using of cutting-edge technologies, constant research and development, and sustainable innovation. As a market leader, we understand that making our operations more efficient, while bearing in mind our responsibility towards the planet and society, is critical to our success.

Our products



Polyethylene Terephthalate Resin: PET Resin

PET resin is the main resin used to produce plastic bottles and packaging for many products. It is strong, lightweight and hygienic, and the preferred material of many major brand owners. PET is the most recycled plastic in the world. The US PET manufacturing assets serve primarily North American needs and some fraction of Central America. Mexico assets primarily serve Mexico and many Latin American countries, but also serve the US. Argentina assets serve the Mercosur countries. PET exports outside of the Western Hemisphere are minimal.

Purified Terephthalic Acid: PTA

PTA is the main material used to produce polyester products. Mixing oxygen with a hydrocarbon called paraxylene forms PTA. Combining our technology, efficiency in logistics, and field experience, has enabled Alpek Polyester to continue to be one of the main producers of PTA in the world, and the largest in the Americas. PTA is the foundation for the production of the Laser+® family of PET Resins.



Polyester Staple Fiber: Fiber -PSF

Synthetic fiber is used in the production of textiles. Uses include, but are not limited to apparel, personal care and household items, industrial uses, accessories, and medical applications. The majority of sales are directed to the NAFTA, CAFTA and Latin American markets. A minimal volume is exported outside of the Western Hemisphere. The markets served include PSF for Wovens, Nonwovens and Knits. Both Apparel and Textile applications utilize Alpek Polyester PSF offerings, including the Carpet market. PSF products are sold under the brands of Dacron® fibers, Delcron® Hydrotec fibers, SteriPur® AM fibers, and HydroPur® fibers, which are trade brands and products, and generally branded for consumer use according to customer's specification and end use requirements. Customers are brand owners and/or converters in many markets.

Polyester Filament

Akra Polyester Products (Textile and Industrial Filaments and Fiber Grade Polymers) in the U.S., Canada and Europe are marketed through DAK Americas.

Specialty Polymers: Custom Niche Resins

DAK Americas specialty polymers business unit produces differentiated polymers for unique applications and end uses. This business unit builds on DAK's expertise, synergy, and core competence in polyester based products, polymers, and technologies. Furthermore, DAK Americas has acquired the manufacturing technologies for a select group of 2GT based polyester resin products formerly produced under DuPont's Crystar® brand.



Renewable and Recyclable Raw Materials: GreenPET

In recent years, we have increased our focus and interest on PET recycling. One of the biggest challenges that we face as industry is the reuse of our products to manufacture others like plastic. We are fully aware of the implications this represents for our Company, the planet and society, and thus we have escalated our actions towards the strengthening of our recycling strategy.



On February 1, 2019, a PET recycling facility in Richmond, Indiana, USA was acquired and added to the GreenPET business unit. This facility currently has a capacity to produce 45 ktons of food grade rPET flake for reuse in the various end-use make, but not for use in bottle-to-bottle recycling due to current technology limitations. By the end of 2019, capital projects and investment in the site have been approved and initiated. These investments will expand the capabilities of the site with the installation of solid-state polymerization and pelletization processes. Once complete, the expansion will allow for these rPET Pellets to be used in a true circular economy and technically enable the materials to be used in bottle-to-bottle recycling and reuse. This project is a key step in the growing sustainability platform for Alpek Polyester.

Technology Services

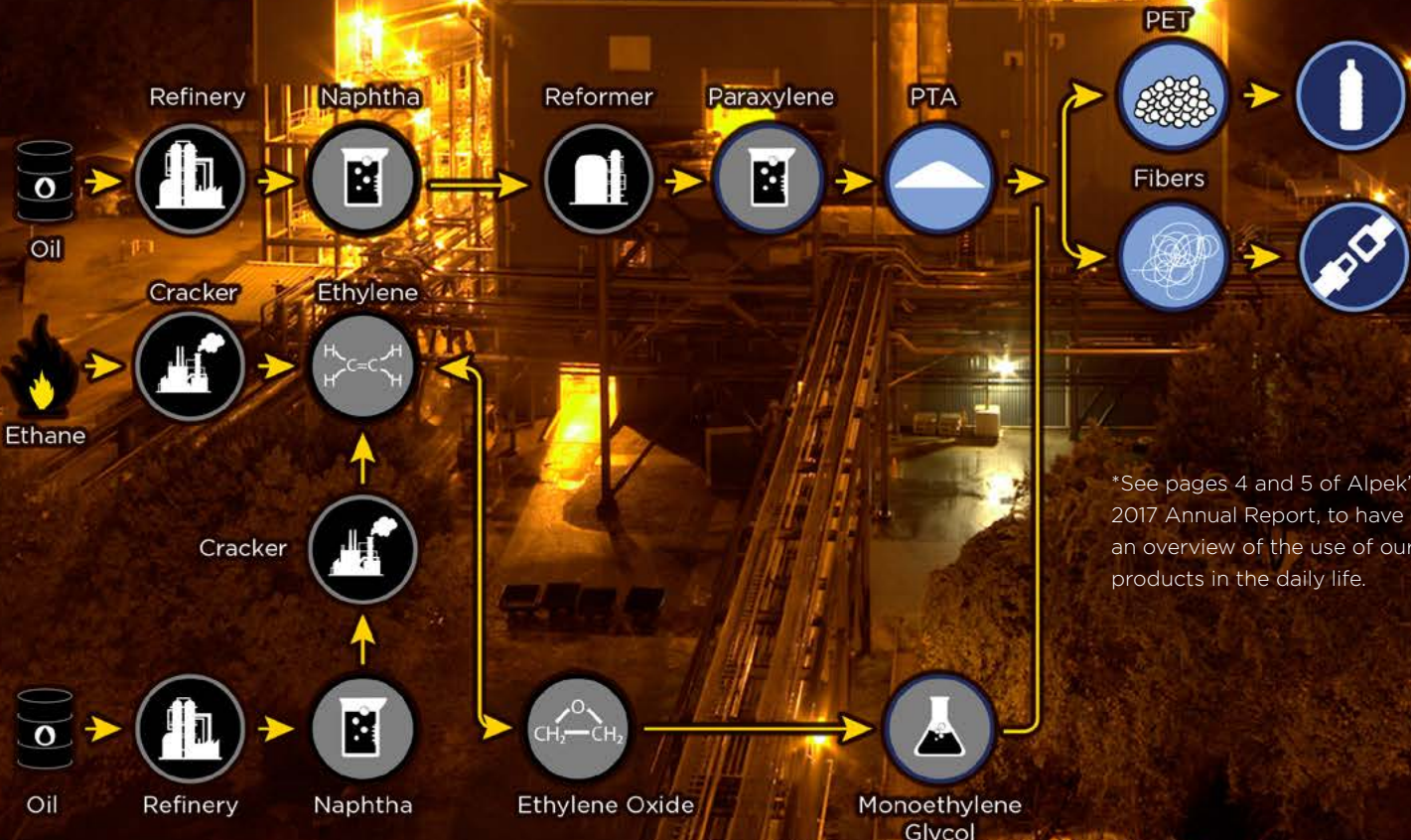
IntegRex® polymer processing covers more than ten years of research advances in production efficiency and quality. Based on specific innovation, the redesigning and simplification of processes, this technology allows for the production of PET and PTA with significant economic savings, as well as the reduction of energy, water, raw materials and operating costs. Therefore, our operations are more environmentally friendly, respectful and caring of natural resources.

We also offer consulting services in the field of PTA and PET manufacturing, polymer processing, industrial design services and licensing of intellectual property.



From raw to finished: a flowchart of our process

GRI Standard: 102-9.
Material aspect: Relations with our value chain.



*See pages 4 and 5 of Alpek's 2017 Annual Report, to have an overview of the use of our products in the daily life.



AXIS 1. OUR CORPORATE PHILOSOPHY

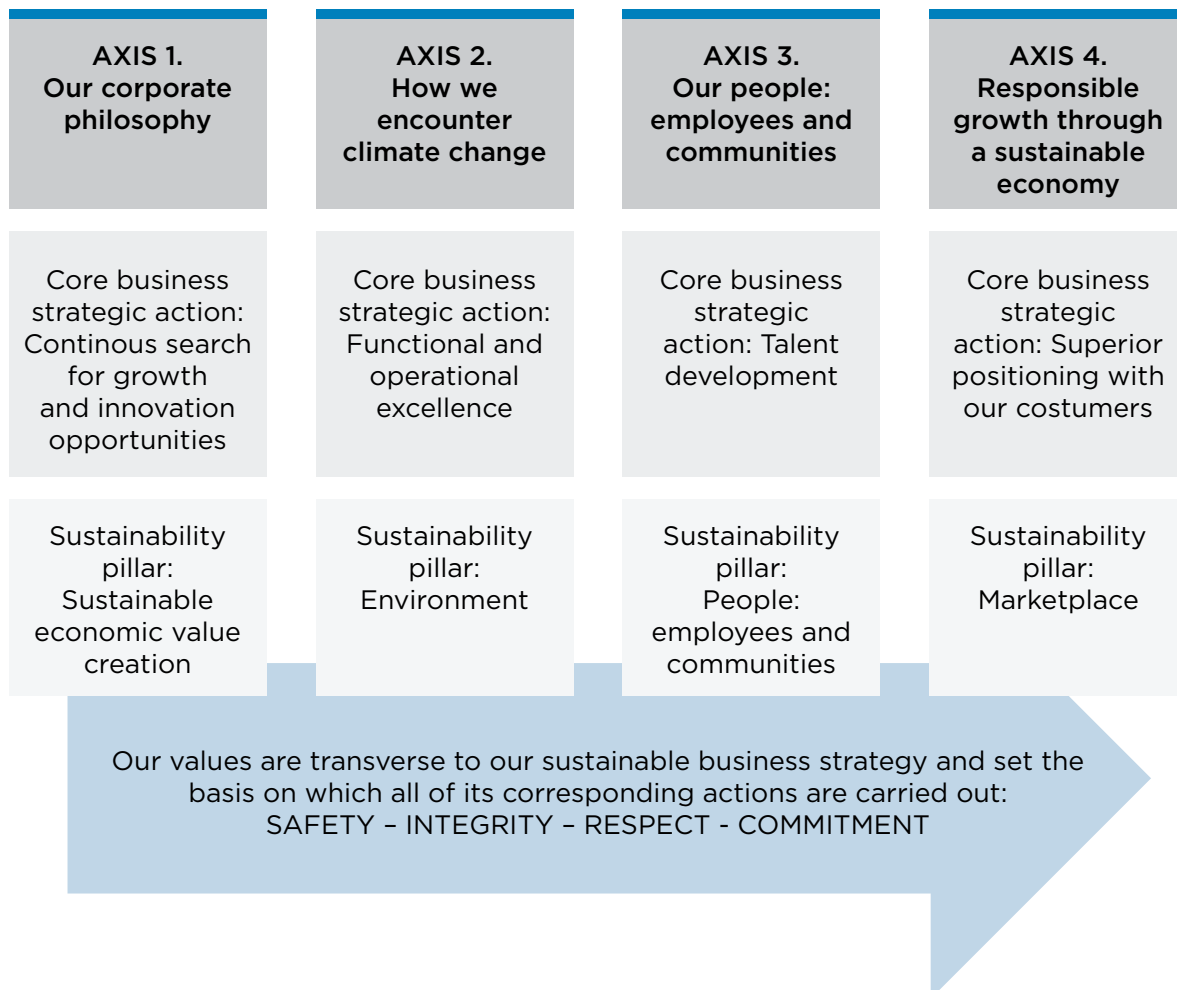
**Core business strategic action:
Continuous search for growth and
innovation opportunities.**

Sustainable model pillar: Sustainable economic value creation.

GRI Standards: 102-18, 102-19, 102-20, 102-21, 102-22, 102-24, 102-25, 102-26, 102-33.

Alpek Polyester's foundations are built on trust, ethics, and a business strategy that consider the integral growth of its human resources and talent, the care and respect for the environment, as well of our communities and value chain.

Since 2018, we have implemented our Sustainable Business Model based on four axes, which integrates our core business strategic actions and our sustainable performance approach.



Values and Ethics: the core of our management philosophy

GRI Standards: 102-16, 102-17.

Values and ethics are the foundations of Alpek Polyester. We are convinced that every business decision must be made with these key elements in mind, in order to create sustained value that allows us to provide products that are effective and offer integral solutions to our customers. Our values act as the compass of the entire organization and its performance towards our stakeholders.

SAFETY

All work can and must be done in a safe manner, protecting our employees, environment, communities, and assets.

INTEGRITY

Our actions are governed by the commitment to ethical conduct, honesty, and compliance with the laws that apply to us.

RESPECT

We will maintain a work environment that promotes fair treatment, trust and collaboration.

COMMITMENT

We promote a sense of responsibility, cooperation and excellence in all our actions.

We align and comply with ALFA's respect and commitment for the safeguarding of Human Rights. We have also adopted and comply with ALFA's Code of Ethics, provided to every employee and distributed throughout the Company, reinforcing its principles through specific training, brochures, screensavers on personal computers and during staff meetings. In it, we describe guidelines for the expected employee behavior. It contains 12 basic principles and covers behaviors such as: acting with honesty and integrity, respecting the dignity of others and using Company assets appropriately. In order to ensure employees and other stakeholders have adequate communication channels and grievance mechanisms, we have a Transparency Mailbox and Hotline available 24/7, 365 days a year. Complaints and suggestions regarding our operations can be reported anonymously through these channels and are submitted to the corresponding area and appropriately responded to.

In 2019, a total of 49 incidents were reported, with 47 of them closed and 2 more under investigation. Consequently, 12 people were separated from the Company. None of the cases involved activities of the employees engaged with government authorities, nor were there any cases of cancellations or lack of renewals of contracts with business partners for reasons attributable to the breach of Alpek Polyester's policies and values. There were also no complaints against Alpek Polyester for matters related to corruption.



Our Mission and Vision

GRI Standards: 102-11, 102-40, 102-42.

Material aspects: CSR Management; Relationship with NGOs and regulatory agencies.

Our Mission:

To be the preferred choice of our customers and shareholders by delivering consistent value through exceptional performance in the global polyester marketplace.

Our Vision:

We aim to fulfill our commitment as a leader in our industry through the following core business strategic actions:

- Superior positioning with our costumers
- Functional and operational excellence
- Talent development
- Continuous search for growth and innovation opportunities

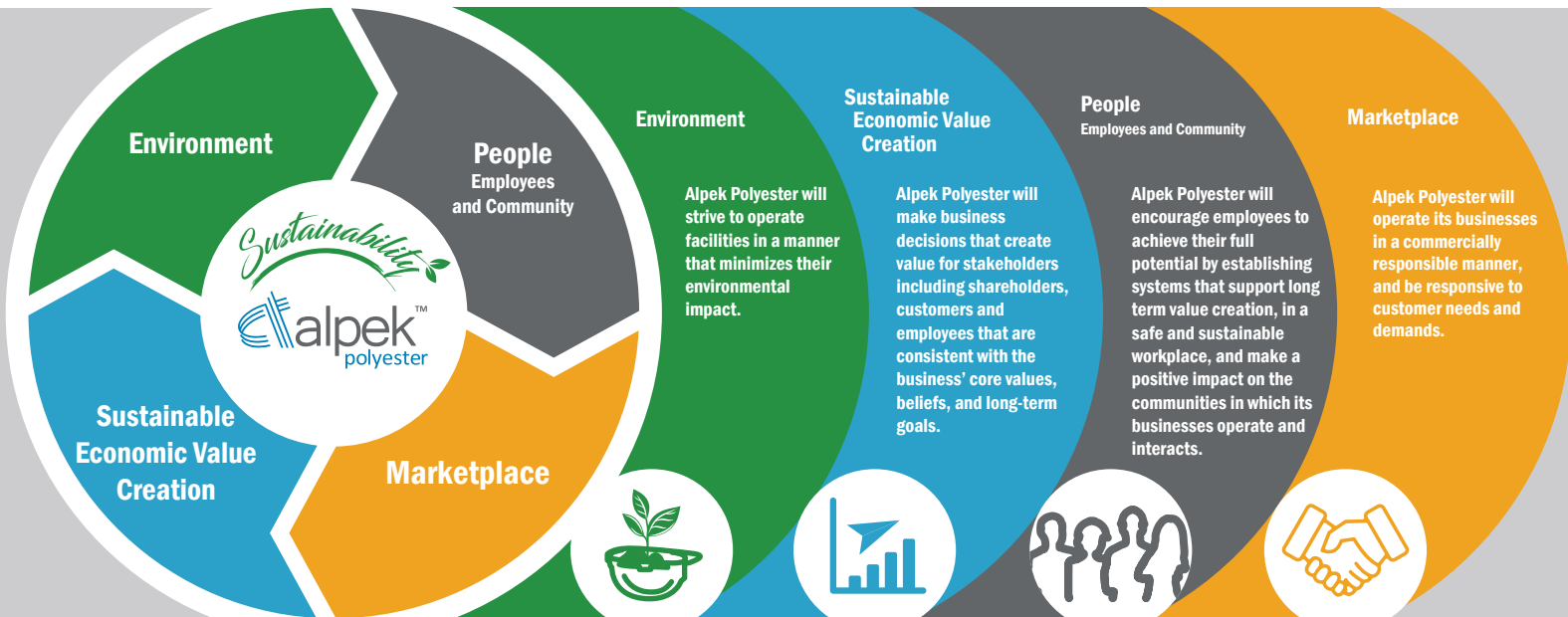


Our Sustainability Vision and Strategy

GRI Standards: 102-30, 102-40, 102-42, 102-43, 102-44.
 Material aspect: Relations with NGOs and regulatory agencies.
 SDG 17: Partnerships for the goals.

Our Sustainability Vision is the framework that guides our corporate philosophy. The strategy is based on making an efficient use of the natural and material resources in our production processes, to reduce the environmental impacts of our operations, to continuously improve the work environment, and engage with the communities that surround us. We focus on improving community relations, employee safety, waste reduction activities, and Green House Gas emissions reductions.

Alpek Polyester supports business solutions that are economically, ecologically, and socially responsible, thereby creating long term value for its businesses, customers and stakeholders.



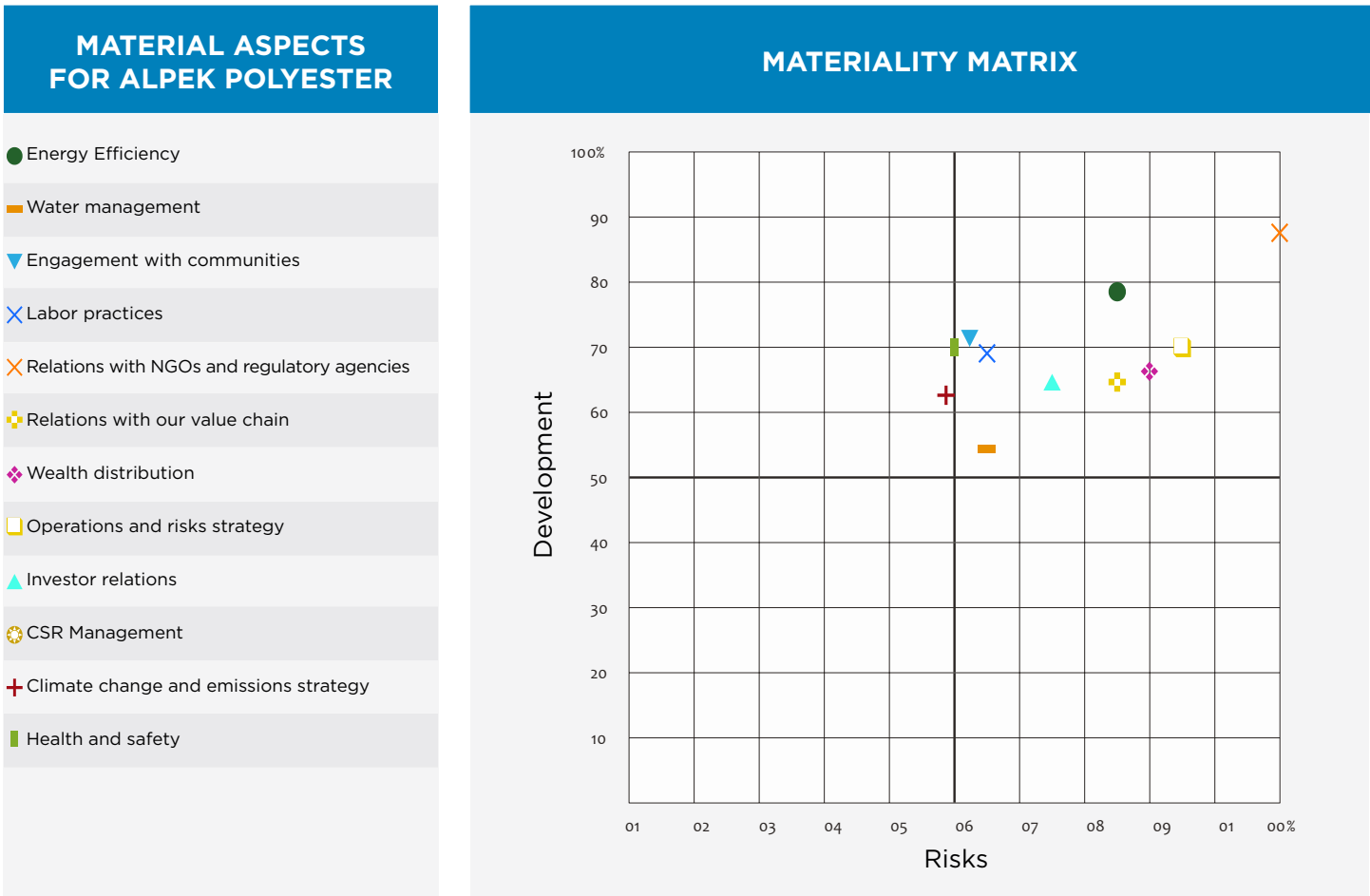
Employee Development • No Landfill Policy • Comprehensive Wellness Programs • Environmental Excellence • Customer Excellence and Product Quality • Safety and Health Excellence • Energy Reduction Program • Annual Earth Day Celebrations • Post Consumer PET Recycling • Hazardous Waste Reduction • Volunteerism and Community Involvement

Materiality Analysis

GRI Standards: 102-30, 102-40, 102-42, 102-43, 102-44.
 Material aspect: Relations with NGOs and regulatory agencies.
 SDG 17: Partnerships for the goals.

Periodically, we conduct a materiality analysis to better understand our business context, considering our operating environment, the resources we rely on, and feedback from our stakeholders (internal and external) to assess matters that can be of financial, reputational, operational, environmental, social, strategic or legislative significance. Based on the matters identified, we derive our risks and opportunities register.

This represents an extensive analysis of the opinions and concerns of our external and internal interfaces, the development of the industrial sector in which we operate, and our own processes to determine the relevance and level of attention required of each aspect analyzed. In addition, we have included three more that we consider important to the Company. This report includes as much information about them as possible.



These results have also been of great value for the consolidation of our sustainability strategy, as they allow us to ensure that we include the most relevant topics for all those with whom we interact.

Dialogue and engagement with our stakeholders

GRI Standards: 102-44, 102-46, 102-47, 103-1b, 103-1c.

Material aspect: CSR Management.

Communicating effectively with our stakeholders is key to understanding their needs, refocusing our efforts to meet their expectations, and creating value for all in the long-term. In 2019 we continued to operate our traditional communication channels, in order to have a broader perspective on our operations' impacts. This allows us to strengthen our relationships, to better understand and respect our environment and identify opportunities of growth and improvement of our operations. We interact with them through diverse communication channels:

STAKEHOLDER	COMMUNICATION CHANNEL	FREQUENCY	MAIN TOPICS AND CONCERNS	HOW THESE TOPICS HAVE BEEN ADDRESSED
Employees (including contractors)	Employee survey	Ongoing	Environmental impacts of operations	Talks and training on Safety and handling of products
	Transparency Hotline		Safety equipment and practices	Implementation of the ISO 14001 on Environmental Management
	Email	Biannually	Business growth and updates	Safety equipment acquisition and upgrade
	Town Hall Meetings/ Plant Monitors	Quarterly	Employee coaching and development	SHIFT safety meetings
	Safety/Comm. Meetings		Training	
Minutes from Envir. Management System		Projects		
Customers (both international and national)	Email	Ongoing	Price / availability, market trends, timely delivery of products	Concerns are addressed on a per customer basis
	Personal meetings	Routine & as needed	Quality of products	Follow-up on satisfaction survey comments
	Plant visits		Annual	Sustainability / Human Rights
	Customer's satisfaction questionnaire			
	Ecovadis/Sustainability Questionnaire Scorecard			

STAKEHOLDER	COMMUNICATION CHANNEL	FREQUENCY	MAIN TOPICS AND CONCERNS	HOW THESE TOPICS HAVE BEEN ADDRESSED
Suppliers (national, international, shipping lines, customs)	Raw material supplier sustainability questionnaire form Hotline and Transparency mailbox Face to face meetings and constant communication Information links on internet	Once per-2-3 years Ongoing	Follow up on shipments and delays Supply opportunities Sustainability initiatives of vendors Customer views on DAK sustainability	Follow up on their inquiries Compliance with agreements Used to focus DAK's sustainability report on material topics for the Company, and develop sustainability programs and initiatives material to its operations The implementation of an Environmental Management System allows the Company to guarantee control of these aspects to mitigate the impacts on the environment and community
Shareholders	Meetings Direct communication Annual reports	Ongoing	Corporate (Alpek) wants to constantly know the sustainable projects in which the different companies are working on, their main concerns, areas of opportunity, etc., in order to guarantee an open communication channel between companies	By attending the periodic meetings of the Sustainability Committee so that companies share the projects they are working on Periodic telephone conferences to discuss sustainability issues with companies Cross visits to plants to learn about processes, projects, areas of opportunity, etc.
Chambers and Associations	Attendance to meetings Participation in committees and projects Working in joint goals with peers in the industry	Throughout the year	Pollution prevention Fight against Climate Change Integral Responsibility Provide resources available to attend emergencies of member companies	Compliance with laws and regulations Compliance with the requirements of the Sistema de Administración de Responsabilidad Integral (Mexico) SARI and Clean Industry Certifications Active participation in the Comité Regional Integral de Seguridad (CRIS -Altamira site), addressing the emergency situations in which our peers might be in

STAKEHOLDER	COMMUNICATION CHANNEL	FREQUENCY	MAIN TOPICS AND CONCERNS	HOW THESE TOPICS HAVE BEEN ADDRESSED
Neighbors (communities and pressure groups)	Community Advisory Panels (CAPs - US sites) Open door policy Emails Meetings Events for the communities	Varies by site Annually / Biannually Ongoing	CAPs discuss plant activities and provide a forum to discuss community concerns Compliance with laws and regulations Operational safety and impacts on the environment Pollution control and prevention Social and environmental responsibility	Community concerns are addressed by each site Development and strict compliance with our Management Crisis Manuals Identification and evaluation of legal requirements and others subscribed by the organization SGI-P-017 Emergency readiness and response in Plant Cosolecaque PTA and SGI-P-015 for Altamira plant Vive Verde program held every year
Government and official institutions	Specific departments to address each regulatory government area/ institution	Ongoing	Identification and compliance with the legal and regulatory requirements applicable to environmental and labor aspects Socially Responsible Company	Compliance with legal requirements (all sites) Compliance with standards established by the SCT (Secretaría de Comunicaciones y Transporte) Strict compliance with every regulation (labor, environmental, economic issues)





AXIS 2. ENVIRONMENT: FACING CLIMATE CHANGE CHALLENGES

Core business: Functional and operational excellence.

Sustainability model pillar: Environment.

Material aspects: Climate change and emissions strategy; Strategy of operations and risk.
SDG 13: Climate action.

Fully aware of our responsibility towards the planet, we continuously strive to reduce our environmental footprint both in our operations and beyond. To meet our objective of contributing to a better future, we consider resource efficiency in everything we do. We invest on cutting-edge technologies, maximize process efficiency through research and development and build and engage in beneficial partnerships with other companies that share our vision.

As we expand our operations, we must maintain a balance between our own growth and the impacts this might have on the environment.

In 2019, our expenditures for the protection of the environment in our ordinary operations were distributed as follows:

CATEGORY	2019 (USD)	2018 (USD)	2017 (USD)
Waste reduction	0	1,482,500	430,000
Waste treatment	905,261	0	520,000
Emissions reduction	11,400,000	11,200,000	10,150,000
Remediation costs	0	0	0
Prevention costs	43,731	0	670,000
Environmental management costs	31,156	100,000	3,080,000
Others	3,147,000	2,861,000	0
Total	15,527,148	15,643,500	14,850,000

We establish comprehensive policies to monitor, oversee and improve our environmental actions, either through implementing the ISO 14001 management system or through site and corporate Safety, Health, and Environmental (SHE) programs. These, and the following described actions, have earned us Bronze Supplier Sustainability Certifications by ECOVADIS in the US, and the *Industria Limpia* (Clean Industry) Certification in Mexico.

Awards and certifications on environmental care

PLANT OR FACILITY	AWARD OR CERTIFICATION	GRANTED BY	COUNTRY
Alpek Polyester Mexico	<i>Industria Limpia</i> (Clean Industry)	PROFEPA (Procuraduría Federal de Protección Ambiental)	Mexico
	<i>Certificado de Empresa Segura</i> (Safe Company Certificate)	STPS (Secretaría del Trabajo y Previsión Social)	Mexico
	<i>Premio Empresa de 10</i> (A grade Company prize)	INFONAVIT (Instituto del Fondo Nacional de la Vivienda para los Trabajadores)	Mexico
	Sistema de Administración de Responsabilidad Integral (SARI)	ANIQ (Asociación Nacional de la Industria Química)	Mexico
	ISO 14001:2015	AENOR (Asociación Española de Certificación y Normalización)	Mexico
	<i>Certificado de Responsabilidad Ambiental</i> (Environmental Responsibility Certificate)	AISTAC (Asociación de Industriales del Sur de Tamaulipas)	Mexico



PLANT OR FACILITY	AWARD OR CERTIFICATION	GRANTED BY	COUNTRY
Alpek Polyester USA	CA Site - SC Environmental Excellence Program Award (awarded in 2016 and covers 3 years)	SC DHEC (South Carolina Department of Health and Environmental Control)	USA
	CC Site - 9 Year NCDOL Gold Award – Safety Performance	North Carolina Department of Labor	USA
	DAK - Ecovadis Bronze Supplier Sustainability Certification	Ecovadis	USA
	2019 Cape Fear Support (Sustainability) - 48th Year	North Carolina Department of Labor	USA
	CA Site – Safety Performance Recognition Award	SC Manufacturer’s Alliance	USA
	Mundy Safety Award – 4 Years w/o OSHA Recordable Injury (Columbia Site)	The Mundy Company	USA
	Mundy Safety Award – 14 Years w/o OSHA Recordable Injury (Cedar Creek Site)	The Mundy Company	USA



Energy Efficiency

GRI Standards: 302-1 to 4, 102-48.

Material aspects: Energy Efficiency.

SDGs 7 and 13: Affordable and clean energy; Climate action.

To achieve our Mission and Vision, our resource allocation decisions must take the long-term consequences of our investments into consideration. Reducing our fossil fuel energy usage is our most important initiative. To do so, we have two cogeneration plants, that provide enough electricity to supply our operations in Mexico, and we constantly implement initiatives to reduce our energy consumption.

Approximately 80% of our energy consumption comes from natural gas, the cleanest fuel to date. Also, we have implemented various initiatives to foster efficient energy use. In addition, more than 2,071,285 million GJ were marketed and sold externally through the CFE (Federal Electricity Commission in Mexico).

The initiatives implemented to reduce our energy consumption, such as continuous improvement and maintenance of equipment and the change of filters for neo-tech (that consume half of the other filters), resulted in a reduction of 76,081 GJ of consumption in ordinary processes. This is the equivalent of the energy needs of approximately 11,000 Mexicans in a year.

Our energy consumption in 2019 is distributed as follows:

SOURCE	2019 (GJ)	⁽¹⁾ 2018 (GJ)
Natural gas and other fuels (Direct consumption)	19,416,382	23,122,990
Electricity and steam (Indirect consumption)	4,908,407	5,570,409
Total	24,324,789	28,693,399

⁽¹⁾The quantities provided for 2018 are different than the ones published in the CSR Annual Report 2018. This is due to a change in calculation methodology. These are the correct numbers and the ones that must be considered for future reference.

Reducing emissions for a brighter future

GRI Standards: 305-1, 305-2, 305-5, 305-7.

Material aspect: Climate change and emissions strategy.

SDGs 3, 12, 13, 14 and 15: Good health and well-being; Responsible consumption and production; Climate action; Life below water; Life on land.

We aim to comply with all applicable environmental regulations, continually improve our performance, and prepare for future challenges and opportunities. We use external and internal standards and guidelines, such as the TCR Protocol, LGCC, IPCC assumptions and methodologies, as well as the ones issued by the countries in which we operate.

We track our emissions released into the atmosphere and work to reduce air pollution from our operations. This includes making investments to lower our emissions like volatile organic compounds and GHG that are released from production processes. These pollutants can affect air quality in the areas where we operate. We evaluate and take action to mitigate potential adverse impacts. These actions resulted in emission reductions of 24,209 tons of CO₂eq in our ordinary processes, which is equivalent to having planted around 621,000 tree seeds and growing for a 10-year period.





Grupo Petromex participated in the *Carbon Bond Program* until 2017 and has certified more than 102,000 tons of CO₂ reductions. The DAK Americas facilities are founding members of the *Climate Registry* and continue to register their CO₂ emissions annually in the USA. This year they replaced coal boilers with natural gas boilers which helped them reduce emissions of GHG and other gasses, as shown below. They have achieved a reduction of 45% of CO₂e/lb of product over the 2010-2017 period.

Our emissions in 2019 were distributed as follows:

EMISSIONS IN TON CO ₂ E	2019	⁽²⁾ 2018
Direct GHG emissions (Scope 1)	532,656.12	1,799,787
⁽³⁾Indirect GHG emissions (Scope 2)	1,212,820	811,380
NOx	285.3	321.25
SOx	85	120
VOC	767	826
HAP	396	368.6
PM	115	160.1

(2) The data from 2018 reported differs from the reported in the CSR Report 2018 because there was an adjustment in calculation. The numbers presented in this report are the correct ones and the ones that must be used for future reference.

(3) The decrease in direct emissions as well as increased indirect emissions, is due to the fact that in 2019 there was a change in the supply of our energy sources.



Water care and management

GRI Standards: 303-1, 303-2, 303-3, 304-1.

Material aspect: Water management.

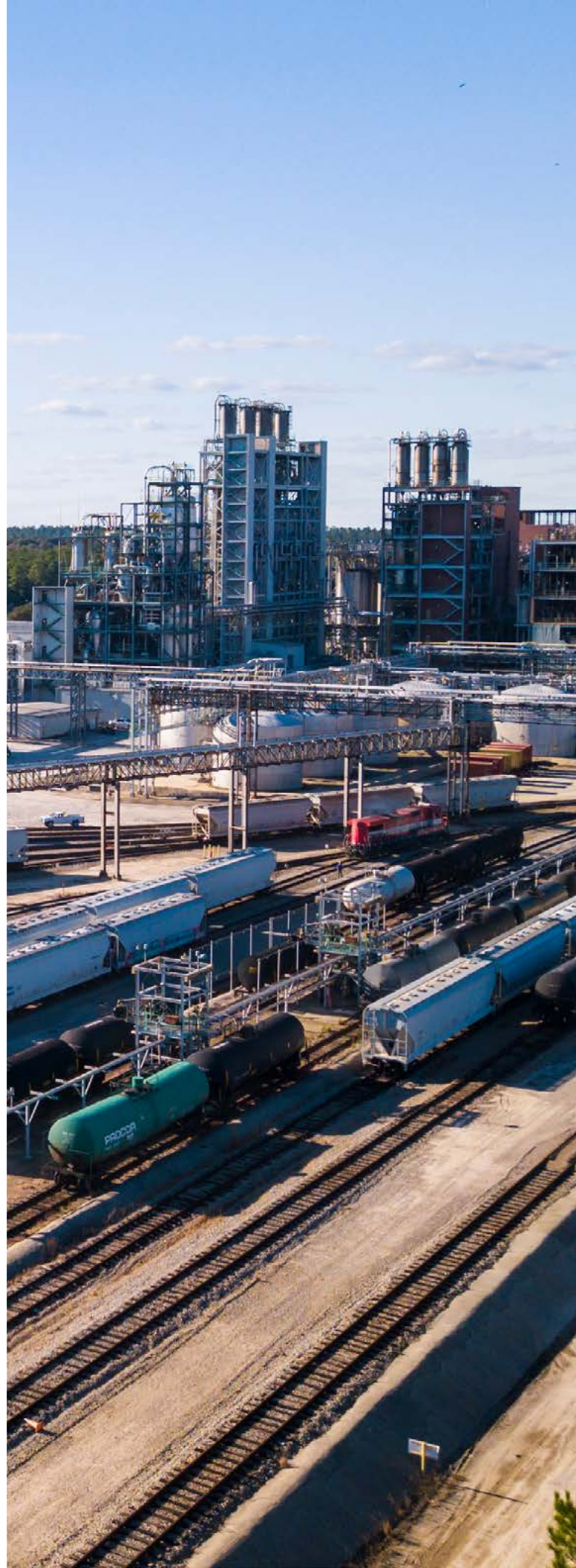
SDGs 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.

Water care and effective use of it is one of our ongoing initiatives, throughout the whole production process. Even though there was no significant reduction of water consumption in 2019, due to the startup of the new cogeneration plant in Mexico, there was a reduction of 1,877 ML in our ordinary processes, which represents 2% of total withdrawal. This includes treatment, recovery of water into the processes and strictly complying with environmental regulations regarding its management.

Water is used in several processes, that range from sanitary services to the production process. River water is used for filtered water, once thru process cooling, and fire water. Filtered water is then used to: a) produce DI water for processes; b) provide makeup water for process area cooling towers; and, c) provide once thru product and equipment cooling. Potable water is primarily used for drinking water and non-process needs.

In 2019, we treated nearly 6,390 ML in our six water treatment plants (and other external) and reused 1,872 ML in our processes. This represents 2% of the total withdrawal of Alpek Polyester in 2019, which was of 93,761 ML. The total discharge of water back to the environment, in compliance with the strictest water quality requirements, was 104,089 ML. The primary reason why discharge water was more than the water withdrawn, is that there is no way of excluding rainwater from the discharge numbers.

In the same tone of conservation, Alpek Polyester has two locations in biodiverse locations. The Columbia plant in the US, is located 24 km from the Congaree National Park, and the Zarate plant, in Argentina, is less than 25 km from the Paraná Delta Biosphere Reserve. Considering that these are high value areas for water and biodiversity, water reduction activities are critical at these sites.



Recycling and reuse of raw materials: advancing towards a circular economy

GRI Standards: 301-2, 416-1.

Material aspect: Climate change and emissions strategy.

SDGs 8 and 12: Decent work and economic growth; Responsible consumption and production.

A lot of discussion has been initiated lately regarding the transition from the traditional linear to a circular economic approach. This subject is one in which Alpek Polyester has taken serious action in recent years. We are convinced that the responsible use of raw materials and natural resources is essential to ensuring that future generations will be able to meet their needs.

In 2019, we took two more big steps towards strengthening our efforts in the matter. With the addition of a third PET recycling facility on February 1, 2019 in Richmond, Indiana, US. In 2019, we were able to recover 99,100 tons of PET (not only bottles; we also recovered other waste that was separated for processing), and produced 62,700 tons of rPET, an increase of 33% compared to 2018. This action helped our holding Company, Alpek, be consolidated as one of the largest recyclers of PET in the Americas.

Secondly, in the USA we became a Silver Funding Partner for *The Recycling Partnership*, which influences recycling legislation and policy making through its '*The Circular Economy Accelerator*' initiative. With this, we aim to have a more active part in the strategies for the recovery of plastic bottles, in order for us to use them as input. This is one of the main areas of focus we are and will be working on in the short and medium term.

Regarding the efficiency in managing and optimizing raw materials, one of our main inputs and focus points for us is paraxylene, a chemical that comes from petroleum, specifically gasoline. As pointed out in 2018, with the electric cars trend, the supply of gasoline might be affected in the coming years.



AXIS 3. OUR PEOPLE: EMPLOYEES AND COMMUNITIES

Core business: Talent development



Sustainability model pillar: People: employees and communities.

We work on the safeguarding and respecting to our people: employees, contractors and communities. This is fundamental to how we do business. This includes having global standards, processes and tools in place to manage safety, personal and professional development, and investing in our communities' well-being. We aim to continuously improve the way we operate to prevent incidents and to identify, avoid where possible, and minimize adverse environmental and social impacts.

Labor practices and workforce

GRI Standards: 202-1, 405-1, 405-2.

Material aspect: Labor practices.

SDGs 1, 5, 8 and 10: End poverty; Gender equality; Decent work and economic growth; Reduced inequalities.

Creating the conditions for our employees to feel safe, important, and part of an inclusive workplace, is one of our top priorities. Boosting their integral well-being is a key element of the fulfillment of our mission and vision. We strongly advocate for the respect of their human and labor rights, and we do not tolerate any kind of discrimination on the grounds of nationality, race, gender, education, age or religion, and harassment or offensive behaviors of employees. Diversity is our strength. In 2019, 15 people with disabilities worked in our operations.





Through policies such as the *Equal Employment Opportunity Policy*, flex-time schedules, maternity and paternity leave, and the practice of non-discrimination, we ensure that we are complying with the highest standards of equality at work. Likewise, salaries are established according to the competencies necessary for the job profile. In terms of labor practices, for each work area, we abide by and go beyond the regulations of each country as a minimum requirement. We also respect the privacy of all current and former employees when they use the grievance mechanisms put in place, such as the Transparency Mailbox and the *Employee Resolution Program*.

In 2019, our workforce was distributed as follows:

EMPLOYEE TYPE	MEN	WOMEN	TOTAL
Executives			
Non-unionized			
Unionized			

CONTRACT TYPE	MEN	WOMEN	TOTAL
Permanent			
Temporary			

GROUP	UNDER 30	BETWEEN 30-50	OVER 50	TOTAL
Men				
Women				

Advocating for a higher quality of life

Good working and living conditions help to bring about a safer and more productive working environment. Our approach to worker welfare means supporting the needs of the individual worker, their relationship with their family, and connections with colleagues. We aim to provide a standard of accommodation and facilities that improves their quality of life and well-being, and as a result promotes safe and productive work.

We invested nearly \$70,000 US (80% more than in 2018), in recreational and sports events, celebrations and family integrative programs, such as movie nights, Family Day, races, among others, for the benefit of more than 3,000 people, including employees and family members. In Mexico, the ANSPAC program (National Association for Personal Growth) tended to more than XX employees' wives, by providing free of charge personal development courses. Providing these courses drives personal growth for these women and has a domino effect in their households and communities.





Regarding the benefits and salaries we provide to our staff, these are established and granted according to the category of employee and the activities to be performed in the operation, not on any gender-based approach. The ratio of the base salary of men to that of women is 1:1; that is, without any difference. Our non-unionized employees have benefits that may include Christmas bonuses, paid vacations, savings accounts, life insurance and retirement accounts, among others. Those covered under a collective agreement have similar benefits.

Our Human Resources Program, **CreSer**, aims to:

1. Keep abreast of best practices for employees and improving opportunities through internal programs and processes.
2. Be willing and prepared to respond quickly and efficiently to the requests of our employees and giving a personalized follow-up.
3. Know all employees so we can meet their needs, as we recognize their efforts and reward their work. This results in the improvement of the working environment.

Finally, the PAE: *Programa de Asistencia a Empleados* (Employee Assistance Program) continued in 2019, aiding employees and their families on legal, health and other counseling topics, free of charge, benefiting 247 people (77% of them employees and 23% family members).

Training and development

GRI Standards: 102-30, 102-40, 102-42, 102-43, 102-44.

Material aspect: CSR management, Wealth distribution, Operations and risks strategy.

SDG 8: Decent work and economic growth.

We provide equal opportunity in recruitment, career development, promotion, training and rewards for all employees, as we are convinced that talent development and retention is a crucial investment in the success of the Company. Every action and initiative taken to build capacities and incentivize collaboration, help our employees feel empowered, be more committed to the Company and boost their professional background. Our employees are the driving force of our operations.

Through the investment of \$2.4 million US on specific trainings in all areas of the Company, 2,212 employees took an average of 35 hours per employee. Some of the programs and initiatives included training for fire brigades, collaborative leadership, safety, health and even legal matters. Much of the training is carried out online, which reduces the costs and increases the coverage of training. Additionally, and to foster even more staff professional development, we granted 400 scholarships to those team members that wanted to attend external academic institutions, so they could continue to increase their potential and experience. This benefit of ongoing support to academic growth was also extended to 258 of our employees' children through scholarships and academic material.

The hourly training in 2019 is shown below:

CATEGORY	2019	2018
All employees (average)	35	24
Men	41	24.3
Women	36.5	21
Unionized	44	16.1
Non-unionized	40	25.8



Health and Safety

GRI Standards: 403-1, 403-4.

Material aspect: Health and safety.

SDG 3: Good health and well-being.

In 2019, our Mexico operations implemented the NOM 035: *Política de Entorno Organizacional Favorable* (Mexican norm 035 for a Policy of a Favorable Organizational Environment), which aims to establish the guidelines of a management system that helps the Company to take care, in the most effective way and within the limits of the resources it has as an organization, of the mental health of its employees. This is a huge step towards the boosting of the overall health of our employees and we aim for the compliance with this norm and its guidelines to be established as a management system in all our operations.

For our scope 1 and 2 workers, we constantly offer wellness programs such as telemedicine, nurses at every site, and vaccination campaigns. Some of these are the *DAK Healthy Rewards*, *Know Your Numbers*, Health Fairs, and sending monthly emails on health and disease prevention related topics, among others.

We make sure the personnel providing health services are professional in their fields through the compliance of different requirements, and we encourage participation from all Company departments in the Health and Safety committees, and allocate required resources to improve and update equipment, technology, and industrial safety practices.

Regarding safety, our procedures are all written, and also use electronic learning that educates them at increasing levels, so they are able to recognize hazards, evaluate job tasks, and realize impacts of incorrect actions. These and other procedures such as the “5 Step Job Task Safety Analysis” are in place to ensure all activities are carried out in the safest way possible. Also, we evaluate and measure the effectiveness of such programs, and update when necessary.

In 2019, we invested more than \$20 million US in programs related to improving health and safety to benefit our entire workforce. The latter is essential to obtaining results such as zero fatal accidents, reducing accidents rates, and registering more than 15-17 years since a recordable work case in some facilities.

Accidents rates in 2019 are shown below:

	2019	2018
Accident rate	0.38	0.92
Lost days	41	394
Injured workers	27	26
Fatal accidents	0	0



Engaging with our communities

GRI Standards: 413-1, 413-2.

Material aspect: Community engagement.

SDGs 1 and 2: End poverty; Zero hunger.

For Alpek Polyester, our communities are part of our people. The engagement strategies involve an active participation in the promotion of safety in the neighborhoods, educational programs, and environmental and social awareness. Most sites participate in either *Community Advisory Panels* or a *Local Industrial Park Communication Forum*.

In 2019, more than 4,584 students from 32 schools received support, and Alpek Polyester, in Mexico, issued grants for children of the surrounding communities of the Altamira plant with an average grade above 91 through its *Children of Excellence* program. A total of 45 research agreements were held with universities, benefitting 103 students, and 98 students held their internships in our facilities.





We gave either cash or in-kind support to five social assistance institutions, with an approximate value of \$6,000 US, to benefit around 1,000 people. 380 employees were volunteers in the activities carried out, with an average of 3 hours per volunteer. Some of the volunteering activities included *Coloreando escuelas* (Colouring Schools), *Vive Verde* (environmental care talks in schools), *Niños de Excelencia* (Excellence Children), and *Blanca Navidad* (White Christmas), donating toys to orphaned kids. We also participated in the *USC Engineering Forums*, providing resume feedback, mock interviews, and interview prep support for 50+ students, among other activities.

The Alpek Polyester plants in Mexico carried out an event to free more than 100 Lora turtles, an endemic species, at the port of Altamira, Tamaulipas, after cleaning 8 km of beaches and giving talks on environmental conservation to nearby schools as part of its *Vive Verde* program.

Our communities' safety

GRI Standards: 413-1, 413-2.

Material aspect: Community engagement.

SDG 11: Sustainable cities and communities.

Although the activities of the operation do not represent a direct risk for neighboring communities, we have implemented a series of practices, among which the identification, evaluation and prevention of potential risks are included and analyzed to cover all our nearby communities. We have also defined procedures that establish how we should respond in case of an emergency. In general, our strategy comprises the following stages:

1. We identify and evaluate the risks of our processes.
2. We establish procedures to act in case of emergency.
3. We interact with our communities and conduct drills.
4. Together, we identify actions that allow us and them to prevent risk.
5. We get involved and coordinate with authorities such as town halls, civil protection and others.

The awards and certifications regarding our employees and communities are shown below:

SITE	AWARD OR CERTIFICATION	GRANTED BY	COUNTRY
Cosoleacaque PTA plant and USA sites	Certificado de Empresa Segura	STPS (Secretaría del Trabajo y Previsión Social)	Mexico
	Reconocimiento Petrocel Temex "Empresa de 10"	INFONAVIT (Instituto del Fondo Nacional de la Vivienda para los Trabajadores)	Mexico
	10 Year NCDOL Gold Award - Safety Performance	NC Department of Labor	USA
	Contractors- 14 Years since last Recordable Injury - Mundy Record	Mundy Companies	USA
	Support Group 48 Year NC DOL Gold Award	NC Department of Labor (NCDOL) Award	USA
	SCMA Safety Performance Recognition Award	SC Manufacturer's Alliance	USA



**AXIS 4.
RESPONSIBLE
GROWTH
THROUGH A
SUSTAINABLE
ECONOMY**

Core business strategic action: Superior positioning with our customers

Sustainability model pillar: Marketplace

Seeking economic growth is a natural part of our business. An essential part for this growth is directly linked to a responsible management and use of resources. With this in mind, we generate long-term benefits for both our Company and stakeholders.



Our economic performance

GRI Standards: 201-1, 201-2.

Material aspects: CSR Management; Wealth distribution; Operations and risks strategy.

SDGs 8 and 12: Decent work and economic growth; Responsible consumption and production.

In 2019, our Company registered record results regarding profits and strategic investments. Also, after more than a year of negotiations, we finalized an agreement for the sale of the cogeneration plants of Cosoleacaque and Altamira to Contour Global, for \$801 million US, and a real economic benefit of \$188 million US. This operation, which represents the largest asset sale in Alpek's history, further consolidates the financial situation of the Company and generates value for our shareholders, while maintaining our energy and steam supply are ensured for our facilities through a world class provider.

In 2019, our expenditures were distributed as follows:

CATEGORY	2019 (US million \$)	2018 (US million \$)
Revenues	4,685	5,179
Capital investments	544	-501
Operational expenses	4,241	4,544
Salaries	159	157
Benefits	64	53
Payments to governments	59	25
Investments in the community	2	1
Economic value distributed	5,069	4,278
Economic value retained	-384	901



Our value chain: Hand in hand with suppliers and costumers

GRI Standards: 102-43, 204-1, 308-1, 308-2, 414-1, 414-2.

Material aspect: Relations with our value chain.

SDGs 12 and 17: Responsible consumption and production;
Partnerships for the goals.

For a positive growth of business, all customers have to depend, directly or indirectly, on good and reliable suppliers. Building long-lasting and trustworthy relations with our entire value chain is a fundamental aspect for the success of our business and sustainability strategies. The joint collaboration between the Company and our suppliers, as well as complete transparency and communication with our customers, is our most competitive advantage.

Our customers

We strive to provide our clients with industry leading products, services, and customer care and stewardship. Major efforts to achieve this include the expansion of use and offering of products produced from renewable feedstocks, as well as to expand and promote our recycling of postindustrial and post-consumer PET. Our joint venture with Shaw Industries, Clear Path Recycling (CPR), is one of the largest postconsumer PET Bottle Recycling facilities in North America. CPR utilizes post-consumer waste PET bottles and recycles them into RPET Flake. This RPET flake is used in various sustainability initiatives and product offerings, including leading polyester based carpets produced by Shaw.

In line with our Mission to be the preferred choice of customers for delivering consistent value through exceptional performance, we are listening to customers as they demand for more recycled content in their product offerings to meet consumer demand for more sustainable product stewardship. This commitment is highlighted with the acquisition of the PET recycling facility in Richmond, Indiana, USA and the further investments in the facility already underway to expand the sites and Alpek Polyester's capability to produce food grade rPET pellets for customers use in the production of bottle-to-bottle recycling and the establishing of circular economies.



Also, our *Product Stewardship* program has the goal of continually improving the process of evaluation, assessment and communication of the safety of our products. We focus on providing information to our customers in a timely manner that is based on the most current and reliable regulatory evaluations available.

In 2019, we incremented the production of 1st quality product, resulting in less waste and complaints from customers. Also, we reformulated the resin used in the blowing process, which reduced the energy consumption and incremented the level of sales and market acceptance.

We also make sure to comply with all the norms and regulations of our industry, and work within cross-functional groups, including Technical Marketing, R&D, and Manufacturing, to assess our products' capabilities and any limitations. Providing our customers with a product with a comprehensive safety assessment is a key goal.

This year the relationship with our clients continued to strengthen with the participation and response in disclosure platforms such as: the Carbon Disclosure Project (CDP) with information on energy efficiency and emissions; RobecoSAM, through which we increase transparency in our management models; and, the Sustainable CPI of the Mexican Stock Exchange on issues of practices of ESG (Environment, Social and Governance) integrated in our operation. All of this was done through our holding Company, Alpek.



Our suppliers

We manage our supply chain based on the principle of an ethical distribution process. Understanding that our operation starts with paying detailed attention and working hand in hand with our suppliers, we expect them to respect our commitment to promote the development of our communities, its employees and protection of the environment. Within the organization, we have an executive responsible for relations with suppliers, the Operations Director. Together with the plant's Health and Safety Manager, they ensure that the processes with our supply chain are of value to both parties.

In 2019 we worked hand in hand with our suppliers in Mexico, providing training in the correct handling of hazardous waste. This is something we do every year, to all of the transport suppliers. This has resulted in an almost elimination of incidents within our facilities when offloading units. We also worked in the development of new suppliers by providing follow-up on their offloading processes. We also gave technical support to one of our main raw materials suppliers, Indorama, to produce short fiber with better quality and consistency.

Additionally, we also provided support to a total of 300 suppliers to apply for the benefits of the “NAFINSA Production Chains” program, which grants financing to suppliers to boost their growth.

In Argentina, we gave support to suppliers for more responsible management. The main results include:

- Support for the needs requested to comply with work and legal documentation policies for purchases of goods and services.
- Support and advisory services for suppliers regarding ISO certifications or other standards.
- Support and advisory services for suppliers regarding product specifications or requested services.

67% of our supply comes from local suppliers, which boosts the communities' economic and social well-being⁽⁴⁾.

⁽⁴⁾ Data pertains only to Mexico's operations.

Impacts that go beyond

GRI Standards: 102-12, 102-13.

Material aspect: Relations with NGOs and regulatory agencies.

SDG 17: Partnerships for the goals.

We have an active participation in industrial, business, educational and sustainability associations in a selective and strategic manner. This keeps us abreast of the aspects that are relevant to our stakeholders; also, allows us to work as a team with other companies to share best practices and keeps us updated with respect to national and international regulations on trade, labor and environmental issues.

SITE	CHAMBER OR ASSOCIATION	IS IT A STRATEGIC POSITION?
Alpek Polyester USA and Canada	The Recycling Partnership	Yes, we are Silver Funding Partners
	The Indiana Recycling Coalition	No
	Hancock County Chamber of Commerce	No
	NAPCOR (National Associate for PET Container Resources)	Yes, one of our directors participates as Vice President of the Association
	NCTO (National Council of Textile Organizations)	Yes, we are part of the Council
	PETRA (The PET Resin Association)	Yes, one of our directors participates as President of the Association
	CAPCA (California Association of Pest Control Advisers)	Yes, we are part of the Council
	Mutuelle (Montreal)	Funding and discount on insurance premiums and training
	Chamber of Commerce (Canada)	No
	Montreal Est association	All industries that are physically located at the east of Montreal, are part of this association voluntarily. Mostly CEO's, engineers and GM are involved with the city count of the East.

SITE	CHAMBER OR ASSOCIATION	IS IT A STRATEGIC POSITION?
Alpek Polyester Mexico	The Recycling Partnership ANIQ (Asociación Nacional de la Industria Química)	Yes
	AISTAC (Asociación de Industriales del Sur de Tamaulipas, A.C.)	Yes
	CAINTRA (Cámara Nacional de la Industria de la Transformación)	Yes
Alpek Polyester Argentina	CAIRPLAS (Cámara Argentina de la Industria de Reciclados Plásticos)	Yes
	CAIP (Cámara Argentina de la Industria Plástica)	Yes
Selenis Canada	Mutuelle (a coalition of petrochemical companies that collaborate on issues of safety, insurance, health and the environment)	Yes
	Chamber of Commerce of Canada	Yes



GRI INDEX

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
STRATEGY					
Strategy and Analysis					
102-14	Statement from senior decision-maker	Pages 3 to 5.			Fully
102-15	Key impacts, risks, and opportunities	Pages 3 to 5.			Fully
Organizational profile					
102-1	Name of the organization	ALPEK POLYESTER S.A. DE C.V.			Fully
102-2	Activities, brands, products, and services	Pages 8 and 9.			Fully
102-3	Location of headquarters	Rio Guadalquivir #201, Col. Del Valle, San Pedro Garza Garcia, N.L., Mexico.			Fully
102-4	Location of operations	Page 9.			Fully
102-5	Ownership and legal form	ALPEK POLYESTER S.A. DE C.V.			Fully
102-6	Markets served	Pages 8 to 9.			Fully
102-7	Scale of the organization	Pages 8 to 9.			Fully
102-8	Information on employees and other workers.	Pages 39 to 40.	Labor practices	SDG 8: Decent work and economic growth.	Fully
102-9	Supply chain.	Page 15.	Relations with clients and suppliers		Fully
102-10	Significant changes to the organization and its supply chain	Pages 3 to 6.			Fully
102-11	Precautionary Principle or approach	Pages 3 to 6, 9.	Relations with shareholders		Fully
102-12	External initiatives	Pages 4, 55 to 57.	Relationship with NGOs and regulatory agencies	SDGs 5, 8 and 16: Gender equality; Responsible production and consumption; Peace, justice and strong institutions.	Fully
102-13	Membership of associations	Pages 55 to 57. In 2019 Alpek Polyester had membership in 18 associations.	Relationship with NGOs and regulatory agencies	SDG 17: Partnerships for the goals.	Fully
Material aspects and report coverage					
102-45	Entities included in the consolidated financial statements	All of Alpek Polyester's financial statements are described in Alpek Annual Report 2019.	Relation with shareholders		Fully
102-46	Defining report content and topic Boundaries	Pages 23 to 25.	CSR Management		Fully
102-47	List of material topics	Pages 23 to 25.	CSR Management		Fully
103-1b	Explanation of the material topic and its boundary	Pages 22, 23, 24 and 43.	CSR Management		Fully
103-1c	Explanation of the material topic and its Boundary	Pages 22, 23, 24 and 43.	CSR Management		Fully
102-48	Restatements of information	Pages 1 and 30.	Obligatory		Fully
102-49	Changes in reporting	Page 1.	Obligatory		Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
Engagement with stakeholders					
102-40	List of stakeholder groups	Pages 21, 22, 23 and 43.	Relationship with NGOs and regulatory agencies		Fully
102-41	Percentage of employees covered by collective agreements.	97%.	Labor practices	SDG 8: Decent work and economic growth.	Fully Fully
102-42	Identifying and selecting stakeholders	Pages 21, 22, 23 and 43.	Relationship with NGOs and regulatory agencies	SDG 17: Partnerships for the goals.	Fully
102-43	Approach to stakeholder engagement	Pages 22, 23, 43 and 52.	Labor practices; Relationship with NGOs and regulatory agencies; Relations with clients and suppliers	SDG 17: Partnerships for the goals.	Fully
102-44	Key topics and concerns raised	Pages 22, 23, 24 and 43.	Relationship with NGOs and regulatory agencies	SDG 17: Partnerships for the goals.	

Report profile					
102-50	Reporting period	January 1st to December 31st, 2019.	CSR Management		Fully
102-51	Date of most recent report	August 2019.	CSR Management		Fully
102-52	Reporting cycle	Annual.	CSR Management		Fully
102-53	Contact point for questions regarding the report	Carlos Muñoz, Communication Alpek Polyester Mexico, tel. +528187481111.	CSR Management		Fully
102-54	Claims of reporting in accordance with the GRI Standards	The chosen option for this report is Core.	CSR Management		Fully
102-55	GRI content index	Present.	CSR Management		Fully
102-56	External assurance	This report does not have external verification.	CSR Management		Fully
102-56	External assurance	In Alpek Polyester we do not have an established policy regarding external verification practices, but this practice is put into consideration for each reporting cycle. It is important to mention that once it has been decided that it will be carried out, the verifying agency is expected to have the necessary information and not have a working relationship with the consulting agency that supports us in the development of the report.	CSR Management		Fully

Governance					
102-18	Governance structure	Pages 17 and 18.	Corporate governance		Fully
102-19	Delegating authority	Alpek's Board of Directors relies on the Presidency, General Management, as well as the Finance Division for the issues of investment viability, strategic positioning of the company. It also has an area specifically responsible for maintaining communication with its shareholders and investors. For the other areas, the directors of each one report directly to the General Management.	Corporate governance		Fully
102-20	Indicate if there are executive positions in the organization or with responsibility for economic, environmental and social issues, and if their holders report directly to the highest governing body.	Pages 17 and 18. The Finance and Human Capital departments have the responsibility to boost the economic, environmental and social areas of the company.	Corporate governance		Fully
102-21	Consulting stakeholders on economic, environmental, and social topics	Pages 17 and 18.	Corporate governance	SDG 16: Peace, justice and strong institutions.	
102-22	Composition of the highest governance body and its committees	Page 17.	Corporate governance	SDG 5 and 16: Gender equality, Peace, justice and strong institutions.	

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
102-24	Nominating and selecting the highest governance body	Alpek Polyester does not have a Board of Directors, but its holding company, ALPEK does. ALPEK complies with ALFA's practices.	Corporate governance	SDG 5 and 16: Gender equality; Peace, justice and strong institutions.	Fully
102-25	Conflicts of interest	Page 17. ALFA has a Conflict of Interest policy for the members of the Board of Directors and for its collaborators. This establishes that the responsibilities and duties of the members of the Board are governed by the Mexican Securities Market Law (LMV), applicable in Mexico to securities issuers, taking into account the Code of Professional Ethics of the Mexican Stock Market Community, the Code of Best Corporate Practices and the internal regulations of the Mexican Stock Exchange. In accordance with the LMV, the members of the Board have a duty of diligence, so they must always act in good faith in the best interest of the company. They must keep confidentiality with respect to information and / or public matters of the company, as well as refrain from participating and being present in the deliberation and voting on matters that represent a conflict of interest. By policy, those members of the Board who may have a conflict of interest in the decision on any matter, must inform the Chairman and the other members, as well as refrain from participating in the discussion and exercising their vote at the meetings. In the case of employees, ALFA's policy states that they should avoid any situation in which their interests differ from those of the company. All employees who may have interests or relationships with current or potential suppliers or customers should inform their immediate supervisor.	Corporate governance	SDG 16: Peace, justice and strong institutions.	Fully
102-26	Role of highest governance body in setting purpose, values, and strategy	Pages 17 to 19.	Corporate governance		Fully
102-27	Collective knowledge of highest governance body	Each year, the learning dynamic within Alpek Polyester is strengthened in all areas of the company, including our management team.	Corporate governance		Fully
102-28	Evaluating the highest governance body's performance	There are several evaluation methods for directors that measure various factors: from attending the Board meetings and the committees to which they belong, to their participation in the deliberations and in the effectiveness of the strategic decisions taken.	Corporate governance		Fully
102-30	Effectiveness of risk management processes	Pages 21 to 22, 42.	Corporate governance		Fully
102-32	Highest governance body's role in sustainability reporting	Alpek Polyester Head of Communications.	Corporate governance		Fully
102-33	Communicating critical concerns	Page 17. This takes place during the quarterly meetings held by the Board.	Corporate governance		Fully

Ethics and integrity

102-16	Values and principles	Page 18.	Obligatory		Fully
102-17	Describe the internal and external mechanisms of advice for ethical and lawful conduct, and for matters related to the integrity of the organization, such as help lines or advice.	Page 18.	Obligatory	SDG 13: Climate action.	Fully
102-17	Describe the internal and external mechanisms for reporting unethical or illicit conduct and matters related to the integrity of the organization, such as escalated notification to management, mechanisms for reporting irregularities or telephone help lines.	Page 18.	Corporate governance		Fully

Economic performance

201-1	Direct economic value generated and distributed	Page 50.	CSR Management; Wealth distribution; Operations and risk strategy	SDG 8: Decent work and economic growth.	Fully Fully
201-2	Financial implications and other risks and opportunities due to climate change	Page 50.	Wealth distribution; Climate change and emissions strategy	SDG 13: Climate action.	

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
201-3	Defined benefit plan obligations and other retirement plans	Pension plans, support for education and medical assistance are available to 100% of ALFA's employees, and the pension system is a fixed contribution plan to which the company and its employees contribute the same amount, which goes from 4 to 17% of the total salary of the employee and varies according to the applicable labor regulations. The resources to cover these benefits are contributed 100% by the company. This applies also for Alpek Polyester.	Labor practices	SDG 8: Decent work and economic growth.	Fully
201-4	Financial assistance received from government	Alpek Polyester does not receive significant aid granted by government agencies.	Relationship with NGOs and regulatory agencies		Fully

Market presence

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Pages 38 and 39. COMPLEMENT: Country / Minimum salary ratio of Alpek Polyester vs. legal minimum wage: Mexico 3.30 to 1, United States 2.07 to 1. There is no difference between Alpek Polyester's minimum wages for men and for women.	Labor practices	SDG 8: Decent work and economic growth.	Fully
202-2	Proportion of senior management hired from the local community	Approximately 70% of managers come from the same community where the operation is located.	Community engagement	SDG 11: Sustainable cities and communities	Fully

Acquisition practices

204-1	Proportion of spending on local suppliers	Page 52.	Community engagement	SDG 8: Decent work and economic growth.	Fully
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ENVIRONMENT

Materials

301-1	Materials by weight or volume	Paraphylen: 900,000 ton; Acetic acid: 60,000 ton; MEG: 672,000 ton; PTA: 162,000 ton.			Fully
301-2	Recycled input materials used	Page 35.	Climate change and emissions strategy	SDGs 8 and 12: Decent work and economic growth; Responsible production and consumption.	Fully

Energy

302-1	Energy consumption within the organization	Page 30.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-2	Energy consumption outside of the organization	Page 30.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-3	Energy intensity	6.7 GJ per ton.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
302-4	Reduction of energy consumption	Page 30.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-5	Reductions in energy requirements of products and services	This is not applicable for our products nor services.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully

Water

303-1	Water withdrawal by source	Pages 33 and 34.	Water management	SDG 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.	Fully
303-2	Water sources significantly affected by withdrawal of water	Pages 33 and 34.	Water management	SDG 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.	Fully
303-3	Water recycled and reused	Pages 33 and 34.	Water management	SDG 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.	Fully

Biodiversity

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 34. Alpek Polyester's operations do not affect these areas.		SDG 15: Life on land.	Fully
304-2	Significant impacts of activities, products, and services on biodiversity	Alpek Polyester's operations do not affect these areas.		SDG 15: Life on land.	Fully
304-3	Habitats protected or restored	See Standard 304-1.		SDG 15: Life on land.	Fully
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Alpek Polyester's operations do not affect vulnerable or endangered species.		SDG 15: Life on land.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
Emissions					
305-1	Direct GHG emissions (Scope 1)	Pages 31 and 32.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-2	Energy indirect (Scope 2) GHG emissions	Pages 31 and 32.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-3	Other indirect (Scope 3) GHG emissions	These emissions are not measured.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-4	GHG emissions intensity	0.44 tons of CO ₂ e per ton.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-5	Reduction of GHG emissions	Pages 31 and 32.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-6	Emissions of ozone-depleting substances (ODS)	Pages 31 and 32.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-7	NO _x , SO _x and other emissions.	Pages 31 and 32.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
Effluents and waste					
305-1 306-1 306-2 306-3 306-4 306-5	Water discharge by quality and destination	Page 34.	Water management	SDGs 3, 6, 12 and 14: Good health and wellbeing; Clean water and sanitation; Responsible production and consumption; Life below water.	Fully
	Waste by type and disposal method	22,305 ton reused (non-hazardous); 0 ton incinerated (hazardous); 0 ton to landfill (non-hazardous).		SDGs 3, 6 and 12: Good health and wellbeing; Clean water and sanitation; Responsible production and consumption.	Fully
	Significant spills	In 2019 there were no significant spills from Alpek Polyester's operations.		SDGs 3, 6, 12, 14 and 15: Good health and wellbeing; Clean water and sanitation; Responsible production and consumptions; Life below water; Life on land.	Fully
	Weight of transported, imported, exported or treated waste considered hazardous under the terms of Annexes I, II, III and VIII of the Basel Convention, and percentage of waste transported internationally.	Alpek Polyester operations do not generate waste that is transported internationally.		SDGs 3 and 12: Good health and wellbeing; Responsible production and consumption.	Fully
	Water bodies affected by water discharges and/or runoff	In 2019 there were no water bodies or habitats affected by Alpek Polyester's operations runoffs.		SDGs 6 and 15: Clean water and sanitation; Life on land.	Fully
Materials					
301-2	Degree of mitigation of the environmental impact of products and services.	Page 36.	Climate change and emissions strategy	SDGs 8 and 12: Decent work and economic growth; Responsible production and consumption.	Fully
Compliance					
307-1	Non-compliance with environmental laws and regulations	In 2019 there were no significant fines or sanctions regarding non-compliance with laws and regulations.	Relationship with NGOs and regulatory agencies	SDG 16: Peace, justice and strong institutions.	Fully
Environmental investment					
NA	Breakdown of environmental expenditures and investments	Page 27.	Climate change and emissions strategy	SDG 13: Climate action.	Fully
Environmental assesment of suppliers					
308-1	New suppliers that were screened using environmental criteria	Page 54.	Relations with clients and suppliers	SDG 12: Responsible production and consumption.	Fully
308-2	Negative environmental impacts in the supply chain and actions taken	Page 54.	Relations with clients and suppliers	SDG 12: Responsible production and consumption.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
LABOR PRACTICES					
Employment					
401-1	New employee hires and employee turnover	Will be included next CSR report (2020).	Labor practices	SDGs 5, 8 and 10: Gender equality, Decent work and economic growth; Reduced inequities.	Partially
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The plant workers have bonuses, vacation premium, pantry bonuses, savings fund, recognition for years of service and pension plan. Temporary and part-time employees are not provided with the pension plan.	Labor practices	SDG 8: Decent work and economic growth.	Fully
Company-employees relation					
402-1	Minimum notice periods regarding operational changes	The minimum term is two weeks.	Labor practices	SDG 8: Decent work and economic growth.	Fully
Health and Safety					
403-1	Workers representation in formal joint management-worker health and safety committees	Pages 43 and 44.	Health and Safety	SDG 8: Decent work and economic growth.	Fully
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Pages 43 and 44.	Health and Safety	SDGs 3 and 8: Good health and wellbeing; Decent work and economic growth.	Fully
403-3	Workers with high incidence or high risk of diseases related to their occupation	Pages 43 and 44.	Health and Safety	SDGs 3 and 8: Good health and wellbeing; Decent work and economic growth.	Fully
403-4	Health and safety topics covered in formal agreements with trade unions	Pages 43 and 44.	Health and Safety	SDG 8: Decent work and economic growth.	Fully
Training and development					
404-1	Average hours of training per year per employee	Pages 43 and 44.	Labor practices	SDGs 4, 5 and 8: Quality education; Gender equality; Decent work and economic growth.	Fully Fully Fully
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 43 and 44.	Labor practices	SDGs 4, 5 and 8: Quality education; Gender equality; Decent work and economic growth.	
404-3	Percentage of employees receiving regular performance and career development reviews	Pages 43 and 44.	Labor practices	SDGs 4, 5 and 8: Quality education; Gender equality; Decent work and economic growth.	
Diversity and equal opportunities					
405-1	Diversity of governance bodies and employees	Page 40. We strive to foster a creative, culturally diverse and collaborative work environment. We do not tolerate any kind of harassment, offensive behavior, or employee discrimination on the grounds of nationality, race, gender, education, age, or religion. Diversity is our strength.	Labor practices	SDGs 5 and 8: Gender equality; Decent work and economic growth.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
Equal remuneration for men and women					
405-2	Ratio of basic salary and remuneration of women to men	There are no differences on the base salary for men and women, given that it is based on competences, not gender.	Wealth distribution	SDGs 5, 8 and 10: Gender equality, Decent work and economic growth; Reduced inequities.	Partially
Evaluation					
414-1	New suppliers that were screened using labor practices criteria	Page 54.	Relations with clients and suppliers	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
414-2	Negative labor practices impacts in the supply chain and actions taken	Page 54.	Relations with clients and suppliers	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
HUMAN RIGHTS					
Investment					
412-2	Employee training on human rights	100%			Fully
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All of Alpek Polyester's investment contracts are reviewed in detail so that they meet the national and international criteria and standards of respect for human rights.			Fully
No discrimination					
406-1	Incidents of discrimination and corrective actions taken	In 2019 these types of impacts were not identified.	Labor practices	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Freedom of association					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In 2019 there were no operations nor suppliers identified with these risks.	Relations with clients and suppliers	SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Child labor					
408-1	Operations and suppliers at significant risk for incidents of child labor	In 2019 there were no operations nor suppliers identified with these risks.	Relations with clients and suppliers	SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Forced labor					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In 2019 there were no operations nor suppliers identified with these risks.		SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Safety practices					
410-1	Security personnel trained in human rights policies or procedures	100%.		SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
Indigenous people rights					
411-1	Incidents of violations involving rights of indigenous peoples	In 2019 there were no incidents of this kind.		SDGs 2 and 8: Zero hunger; Peace, justice and strong institutions.	Fully
Impact assesments					
412-1	Operations that have been subject to human rights reviews or impact assessments	100%.			Fully
Suppliers assesments					
414-1	Percentage of new suppliers that were examined based on criteria related to human rights.	Page 54.	Relations with clients and suppliers	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
414-2	Significant negative impacts on human rights, real and potential, in the supply chain, and measures taken.	Page 54.	Relations with clients and suppliers	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Grievance mechanisms					
103-2	Number of human rights complaints that have been filed, addressed and resolved through formal grievance mechanisms.	Number of human rights complaints that have been filed, addressed and resolved through formal grievance mechanisms.			Fully
COMMUNITY					
Local community					
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 45 and 46.	Community engagement		Fully
413-2	Operations with significant actual and potential negative impacts on local communities	Pages 45 and 46.	Community engagement	SDGs 1 and 2: No poverty; Zero hunger.	Fully
Anticorruption					
205-1	Operations assessed for risks related to corruption	100%.		SDG 16: Peace, justice and strong institutions.	Fully
205-2	Communication and training about anti-corruption policies and procedures	Alpek Polyester promotes its corporate policies, including the Code of Ethics and the Anticorruption Policy, on its Internet and Intranet pages. However, the diffusion of the policies of the company is mainly through internal communication programs, departmental boards and through the unions.		SDG 16: Peace, justice and strong institutions.	Fully
Political contributions					
415-1	Political contributions	Alpek Polyester does not grant political contributions.	Relationship with NGOs and regulatory agencies		Fully
Unfair competition practices					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2019 Alpek Polyester was not subjected to legal actions regarding anti-competitive behavior, anti-trust nor monopoly practices.	Relationship with NGOs and regulatory agencies	SDG 16: Peace, justice and strong institutions.	Fully
Compliance					
419-1	Non-compliance with laws and regulations in the social and economic area	In 2019 there were no cases of non-compliance for these concepts.	Relationship with NGOs and regulatory agencies	SDG 16: Peace, justice and strong institutions.	Fully

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	REPORTING LEVEL
Grievance mechanisms					
103-2	Number of complaints about social impacts that have been presented, addressed and resolved through formal complaint mechanisms.	In 2019 there were no complaints regarding these concepts.	Relationship with NGOs and regulatory agencies	SDGs 1, 5, 8 and 16: No poverty; Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
PRODUCT RESPONSIBILITY					
Customers health and safety					
416-1	Assessment of the health and safety impacts of product and service categories	Page 35.			Fully
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2019 there were no cases of non-compliance for these concepts.		SDG 16: Peace, justice and strong institutions.	Fully
Information on products and services					
417-1	Requirements for product and service information and labeling	All of Alpek Polyester products have the information regarding its handling, care and disposal. In 2019 there were no cases of non-compliance for these concepts. Pages 51 and 52.		SDGs 12 and 16: Responsible production and consumption; Peace, justice and strong institutions.	Fully
417-2	Incidents of non-compliance concerning product and service information and labeling		Relations with clients and suppliers	SDG 16: Peace, justice and strong institutions.	Fully
102-43 / 102-44	Approach to stakeholder engagement and key topics and concerns raised (clients' satisfaction rate)		Relations with clients and suppliers		Fully
Responsible marketing					
417-3	Incidents of non-compliance concerning marketing communications	In 2019 there were no cases of non-compliance for these concepts.	Responsible criteria for product development		Fully
Customer privacy					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2019 there were no complaints for these concepts.	Relations with clients and suppliers		Fully
Compliance					
419-1	Non-compliance with laws and regulations in the product and services supply and use	In 2019 there were no cases of non-compliance for these concepts.	Relationship with NGOs and regulatory agencies		Fully