

FINANCIAL AND SUSTAINABILITY REPORT



2017

Mexichem[®]

**ABOUT THIS
REPORT**

CHAPTER

9

GRI 102-50
GRI 102-54

This report has been prepared in accordance with the GRI Standards: Core option and covers Mexichem’s operations at a global level for the period between January 1st to December 31st of 2017.

STAKEHOLDERS ENGAGEMENT

GRI 102-40
GRI 102-42
GRI 102-43
GRI 102-44

STAKEHOLDERS	FOCUS OF THE ENGAGEMENT	ENGAGEMENT CHANNELS
Investors	Return on investment through constant and sustainable growth.	<ul style="list-style-type: none"> • Annual sustainability report • Quarterly reports • Meetings organized by financial intermediaries for institutional investors • Presentations for current and potential investors in North America, South America, Middle East and Europe, to present recent projects and news • Web page • Formal scheduled meetings (one on one) • Relevant notifications through the Mexican Stock Exchange and the National Securities Commission
Employees	Offer a work environment focused on developing their talent and recognizing their contributions.	<ul style="list-style-type: none"> • Dialogue with unions and safety committees • Intranet and web page, television screens, internal bulletins, wallpapers for computers, bulletin boards, cooperation means and digital communications (Yammer) • Meetings with employees • Surveys • Special suggestion boxes
Communities	Manage the relationships between the company and its neighboring communities for the creation of joint-action opportunities that favor sustainable development through the creation of shared value.	<ul style="list-style-type: none"> • Meetings with community leaders • Workshops with communities and local governments • Academic forums for businesses and communities • Meetings with non-profit organizations and multi-laterals • Survey on reputation with the communities • Socio-economic analysis in areas of influence

GRI 102-40
GRI 102-42
GRI 102-43
GRI 102-44

STAKEHOLDERS	FOCUS OF THE ENGAGEMENT	ENGAGEMENT CHANNELS
Customers	Quality and compliance, competitive prices, business leveraging, joint work in strategic matters for the sustainability of the value chain.	<ul style="list-style-type: none"> • Satisfaction surveys • One on one meetings with clients • Industry fairs and symposiums • Annual sales meetings • Digital portals • Joint cooperation projects
Suppliers	Long-term commercial partnerships that add efficiency to the vertical integration of chains, mutual support, timely payment and good treatment.	<ul style="list-style-type: none"> • Supplier evaluation systems • One on one meetings with suppliers • Industry fairs and symposiums • Digital portals • Joint cooperation projects
Governments	Establish trustworthy relationships based on legal compliance, ethics and respect for Human Rights, apart from supporting the development of projects that benefit society and drive economic and sustainable development.	<ul style="list-style-type: none"> • Public-private partnerships • Industrial guilds and associations • Discussion forums on sector and social policies • Government reviews and audits
Universities	<p>Support research initiatives, shared value creation and development of talent pipeline.</p> <p>Attraction of Talent</p>	<ul style="list-style-type: none"> • Academic forums on innovation, technology and sustainable development • Specialized Research Centers • Academic Programs supported by Mexichem • Job fairs • Hiring program and professional practices

MATERIALITY ANALYSIS

GRI 102-46
GRI 102-47

At the beginning of 2016, Mexichem completed its first global materiality analysis through which it identified the most relevant aspects for stakeholders, based on their economic, social and environmental impacts. This process was performed in three phases and resulted in the definition of 19 material topics, which are not only the basis for the structure of the present report but were also used to define the company's sustainability strategy for 2020.

MATERIALITY PROCESS

PHASE	OBJECTIVE	ACTIVITIES	GRI PRINCIPLES APPLIED	RESULTS
Identification	Understand Mexichem's corporate and sectorial situation as well as the challenges being faced by the organization to identify a list of potentially relevant aspects for the company.	<ul style="list-style-type: none"> • Review of sustainability standards applicable to the sector • Review of existing norms and regulations • External reference of peer companies in the sector • Study of Mexichem's strategy and corporate documents • Mapping of communications media and positions of civil society • Review of survey results performed on stakeholders: customers, communities, investors 	<p>Sustainability context</p> <p>Stakeholder Inclusiveness</p>	List of 49 potentially relevant topics
Prioritization	Weigh and prioritize the identified topics according to the impacts, risks and opportunities of the business.	<ul style="list-style-type: none"> • Interviews with Mexichem's Top Management • Grading of topics based on the frequency with which they occur in the different sources analyzed and the company's strategy 	Materiality	21 topics prioritized and organized in 4 categories: Product, Operations, Talent and Community
Validation	Validate the exercise with Mexichem's internal stakeholders.	<ul style="list-style-type: none"> • Validation of preliminary results by Mexichem's Global Sustainability Council 	Completeness	<p>19 topics defined as material</p> <p>Structuring of the 2020 sustainability strategy</p>

GRI 102-47

MATERIALITY



MATERIAL TOPICS & BOUNDARIES

MATERIAL TOPIC	WHY IS IT MATERIAL?	WHERE IS IT MATERIAL?	GRI TOPIC
Corporate governance	<ul style="list-style-type: none"> • Strategic relevance • Regulatory risk • Reputational risk • Concern/pressure from stakeholders (investors, governments, civil society) • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • All stages of the value chain 	Governance
Ethical behavior and compliance	<ul style="list-style-type: none"> • Strategic relevance • Regulatory risk • Reputational risk • Concern/pressure from stakeholders (investors, governments, civil society) • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • All stages of the value chain 	Ethics and integrity Anti-corruption
Value creation	<ul style="list-style-type: none"> • Strategic relevance • Economic return • Stakeholders expectations (investors, governments, civil society) • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • All stages of the value chain 	Economic performance

GRI 102-46

MATERIAL TOPIC	WHY IS IT MATERIAL?	WHERE IS IT MATERIAL?	GRI TOPIC
Occupational health & safety	<ul style="list-style-type: none"> • Prevention of impacts on health or the environment • Regulatory risk • Concern/pressure from stakeholders • Sector trends • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply, production, distribution 	Occupational health and safety
Transport of chemicals	<ul style="list-style-type: none"> • Prevention of impacts on health or the environment • Regulatory risk • Reputational risk 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply, production, distribution 	-
Energy consumption	<ul style="list-style-type: none"> • Strategic relevance • Cost reduction • Reduction of environmental impacts • Stakeholder expectations (investors) • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Production 	Energy
Reduction of emissions	<ul style="list-style-type: none"> • Strategic relevance • Cost reduction • Regulatory risk • Prevention of environmental impacts • Stakeholder expectations (investors, governments, civil society) • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Production 	Emissions

GRI 102-46

MATERIAL TOPIC	WHY IS IT MATERIAL?	WHERE IS IT MATERIAL?	GRI TOPIC
Water management	<ul style="list-style-type: none"> • Strategic relevance • Regulatory risk • Reputational risk • Prevention of impacts on health and the environment • Stakeholder expectations (investors, governments, civil society) • Concern/pressure from stakeholders (NGOs activism) • Sustainability standards 	<ul style="list-style-type: none"> • All business units: • Especially in Fluor (mines in Mexico) • All operation sites • Stages of the value chain: Production 	Water
Waste management	<ul style="list-style-type: none"> • Strategic relevance • Regulatory risk • Prevention of impacts on health and the environment • Stakeholder expectations (investors, governments, civil society) • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Production 	Effluents and waste
Biodiversity and protection of ecosystems	<ul style="list-style-type: none"> • Strategic relevance • Regulatory risk • Reputational risk • Prevention of impacts on health and the environment • Concern/pressure from stakeholders (NGOs activism) • Sustainability standard 	<ul style="list-style-type: none"> • All business units: Especially in Fluor (mines in Mexico) • Operation sites: fluorite mines • Stages of the value chain: Supply and Production 	Biodiversity

MATERIAL TOPIC	WHY IS IT MATERIAL?	WHERE IS IT MATERIAL?	GRI TOPIC
Culture	<ul style="list-style-type: none"> • Strategic relevance • Economic return 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply, Production and Distribution 	-
Diversity	<ul style="list-style-type: none"> • Strategic relevance • Sustainability standards • Stakeholder expectations (investors) 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply, Production and Distribution 	Diversity and equal opportunities
Volunteering	<ul style="list-style-type: none"> • Strategic relevance • Economic return 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply, Production and Distribution 	-
Community relationships	<ul style="list-style-type: none"> • Strategic relevance • Reputational risk • Sustainability standards • Prevention of social or environmental impacts • Concern/pressure from stakeholders (communities) 	<ul style="list-style-type: none"> • All business units • Operation sites: Latam, Africa and Asia • Stages of the value chain: Supply and Production 	Local communities
Social investment	<ul style="list-style-type: none"> • Strategic relevance • Reputational risk • Sustainability standards • Economic return • Concern/pressure from stakeholders (communities) • Stakeholder expectations (investors, governments) 	<ul style="list-style-type: none"> • All business units • Operation sites: Plants located in developing countries • Stages of the value chain: Supply and Production 	Local communities Indirect economic impacts

GRI TO2-46

MATERIAL TOPIC	WHY IS IT MATERIAL?	WHERE IS IT MATERIAL?	GRI TOPIC
Local economic development	<ul style="list-style-type: none"> • Strategic relevance • Reputational risk • Sustainability standards • Economic return • Stakeholder expectations (communities, governments) 	<ul style="list-style-type: none"> • All business units • Operation sites: Latam, Africa and Asia • Stages of the value chain: Supply and Production 	<p>Local communities</p> <p>Indirect economic impacts</p>
Accident prevention and response	<ul style="list-style-type: none"> • Regulatory risk • Reputational risk • Prevention of social or environmental impacts • Sustainability standards • Concern/pressure from stakeholders (investors, civil society) 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply, Production and Distribution 	-
Sustainable use	<ul style="list-style-type: none"> • Strategic relevance • Economic return • Sustainability standards • Stakeholder expectations (customers) 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Production, Use and Post-Consumption 	-
Product design and innovation	<ul style="list-style-type: none"> • Strategic relevance • Stakeholder expectations (customer and civil society) • Sector trends • Economic return 	<ul style="list-style-type: none"> • All the business units • Operation sites: laboratories • Stages of the value chain: Supply and Production 	-

GRI 102-46

MATERIAL TOPIC	WHY IS IT MATERIAL?	WHERE IS IT MATERIAL?	GRI TOPIC
Product transparency	<ul style="list-style-type: none"> • Concern/pressure from stakeholders • Regulatory risk • Social or sector trends • Sustainability standard 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply and Production 	Marketing & Labeling
Use of hazardous materials	<ul style="list-style-type: none"> • Regulatory risk • Reputational risk • Prevention of health and environmental impacts • Concern/pressure from stakeholders (NGOs activism) 	<ul style="list-style-type: none"> • All the business units • All operation sites • Stages of the value chain: Supply and Production 	Customer's health and safety
Impacts on the life cycle	<ul style="list-style-type: none"> • Regulatory risk • Sector trends • Prevention of health and environmental impacts • Sustainability standards 	<ul style="list-style-type: none"> • All the business units • All operation sites • All stages of the value chain 	Customer's health and safety

ANNEXES

CHAPTER

10

ASSOCIATIONS AND EXTERNAL INITIATIVES

GRI 102-13 MEMBERSHIP OF ASSOCIATIONS

- Cámara Minera de México
- Asociación Nacional de la Industria Química (México)
- Comisión para la Promoción del Vinyl (PROVINILO)
- Comisión de la Industria del Plástico, Responsabilidad y Desarrollo Sustentable (CIPRES)
- Responsible Care
- Sistema de Emergencias en Transporte para la Industria Química (SETIQ)
- Escuela de Capacitación de Brigada de Emergencia (ECBE)
- Instituto de Investigaciones y Ensayos de Materiales (IDIEM)
- Acoplásticos Colombia
- Consejo Colombiano de la Construcción Sostenible
- Instituto Colombiano de Normas Técnicas (ICONTEC)
- Instituto do PVC Brasil
- The Vinyl Institute USA
- Iniciativa de la Industria Química para Mejorar la Salud, Seguridad y el Desarrollo Ambiental

GRI 102-12 EXTERNAL INITIATIVES

- The Chlorine Institute
- Green Building Council (Brasil)
- World Business Council For Sustainable Development (WBCSD)
- IQNet SR10, HACCP, KIWA ATA (Alemania)
- Sistema de Administración en Responsabilidad Integral otorgado por la Asociación Nacional de la Industria Química en México (SARI)
- NSF International
- Global Compact (Colombia and Brazil)

GRI 102-55

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE			
GRI 102: General Disclosures	102-1 Name of the organization	Mexichem, S.A.B. de C.V	
	102-2 Activities, brands, products and services	Page 11, 16	
	102-3 Location of headquarters	Mexichem headquarters are located in: Río San Javier No. 10, Fraccionamiento Viveros del Río, Tlalnepantla, Estado de México. México. C.P. 54060.	
	102-4 Location of operations	Page 15	
	102-5 Ownership and legal form	Mexichem is a public stock corporation with variable capital (S.A.B. de C.V.).	
	102-6 Markets served	Page 16	
	102-7 Scale of the organization	Page 12, 63	
	102-8 Information on employees and other workers	At the end of 2017 Mexichem had 282 part-time employees and 513 temporary employees. Page 63, 64	
	102-9 Supply chain	Page 20	
	102-10 Significant changes to the organization and its supply chain	There were no significant changes in the organization and its supply chain.	
	102-11 Precautionary Principle or approach	Page 99	
	102-12 External initiatives	Page 115	
	102-13 Membership of associations	Page 115	

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION	
GENERAL DISCLOSURES				
STRATEGY				
GRI 102: General Disclosures	102-14 Statement from senior decision-maker	Page 4 - 8		
	ETHICS AND INTEGRITY			
	102-16 Values, principles, standards and norms of behavior	Page 40		
	102-17 Mechanisms for advice and concerns about ethics	Page 41		
	GOVERNANCE			
	102-18 Governance structure	Page 42		
	102-22 Composition of the highest governance body and its committees	Page 42, 43		
	STAKEHOLDER ENGAGEMENT			
	102-40 List of stakeholder groups	Page 103 - 104		
	102-41 Collective bargaining agreements	8,157 workers are covered by collective bargaining agreements (46% of employees).		
102-42 Identifying and selecting stakeholders	Page 103 - 104			
102-43 Approach to stakeholder engagement	Page 103 - 104			
102-44 Key topics and concerns raised	The relevant issues identified for the relationship with stakeholders are disclosed in the column "focus of the relationship with stakeholders" (Page 103-104).			

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
GENERAL DISCLOSURES			
REPORTING PRACTICE			
102-45 Entities included in the consolidated financial statements	This report covers all of Mexichem's operating sites in the three Business Groups. Commercial offices and joint ventures are excluded.		
102-46 Defining report content and topic Boundaries	Page 105, 106, 108 - 113		
102-47 List of material topics	Page 107		
102-48 Restatements of information	There were no significant changes that affect the comparability of the information reported or that require the restatement of information in previous reports. 2016 data excludes the PMV accident.		
102-49 Changes in reporting	There were no significant changes that affect the comparability of the information reported or that require the restatement of information in previous reports.		
102-50 Reporting period	Page 103		
GRI 102: General Disclosures	102-51 Date of most recent report	Abr-17	
	102-52 Reporting cycle	Annual	
	102-53 Contact point for questions regarding the report	Enrique Domínguez Cuevas Global Sustainability Director sustainabilitySDR@mexichem.com	Berenice Muñoz Jalpa Investor Relations Director financeSDR@mexichem.com
	102-54 Claims of reporting in accordance with the GRI Standards	Page 103	
	102-55 GRI content index	Page 116	
	102-56 External assurance	This report has been externally assured by Deloitte.	

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
MATERIAL TOPICS			
ECONOMIC PERFORMANCE			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 31, 108	
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report 2016 Pagee. 82 http://www.mexichem.com/sustainability/documents-center/#sustainability-reports .	
INDIRECT ECONOMIC IMPACTS			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 82, 111	
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported.	Page 82 - 85	
ANTI-CORRUPTION			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 40, 41, 108	
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	Communication and training on anti-corruption policies and procedures is carried out through the Compliance program. 100% of employees were notified of anti-corruption policies in previous years. In 2017, 11% of the workers were trained in the new Compliance program, we expect to complete 100% in 2018. There is no information breakdown by sex, region and employee category.	

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
MATERIAL TOPICS			
ENERGY			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 52, 109	
GRI 302: Energy	302-1 Energy consumption within the organization	Page 53 The information is not available in joules or multiples of joules. It is reported in Gcal.	
	302-3 Energy intensity	Page 54	
	302-4 Reduction of energy consumption	Page 53	
WATER			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 56, 110	
GRI 303: Water	303-1 Water withdrawal by source	Page 57	
	303-3 Water recycled and reused	Page 58	
BIODIVERSITY			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 61, 111	
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	Page 61	
	304-3 Habitats protected or restored	Mexichem does not have protected areas within its facilities.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report 2016 Pagee. 81 http://www.mexichem.com/sustainability/documents-center/#sustainability-reports .	

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
MATERIAL TOPICS			
EMISSIONS			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 54, 110	
	305-1 Direct (Scope 1) GHG emissions	Page 54	
	305-2 Energy indirect (Scope 2) GHG emissions	Page 54	
GRI 305: Emissions	305-4 GHG emissions intensity	Page 55	
	305-5 Reduction of GHG emissions	Page 54	
	305-6 Emissions of ozone-depleting substances (ODS)	Page 55	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Page 55 Mexichem does not emit persistent organic pollutants, hazardous air pollutants or particles.	
	EFFLUENTS AND WASTE		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 59, 110	
	306-1 Water discharge by quality and destination	Page 58	
	306-2 Waste by type and disposal method	Page 60	
GRI 306:Effluents and Waste	306-3 Significant spills	There were no significant spills in the reporting period.	
	306-5 Water bodies affected by water discharges and/or runoff	There are no water bodies affected by the discharges of wastewater from the operations of Mexichem since, within the operation zones of the mining units, water management is carried out in a closed cycle.	

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION																								
MATERIAL TOPICS																											
ENVIRONMENTAL COMPLIANCE																											
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 52 - 61																									
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	There were no fines or significant sanctions during the reporting period related to environmental regulations.																									
OCCUPATIONAL HEALTH AND SAFETY																											
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 46, 47, 109																									
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management–worker health and safety committees	All our employees -both individual and collective contract- are represented in the Occupational Health and Safety Committees.																									
	403-2 Types of injury and rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities	<p>Page 48</p> <p>Mexichem does not have the information to report the absenteeism rate or the breakdown of the information by sex and region for reasons of confidentiality in some of its operations. Lost Time Cases of PMV - VCM Ethylene are not included.</p> <table border="1"> <thead> <tr> <th></th> <th>RECORDABLE CASES (#)</th> <th>LOST TIME CASES (#)</th> <th>OCCUPATIONAL DISEASES (#)</th> <th>FATALITIES (#)</th> </tr> </thead> <tbody> <tr> <td>Fluent</td> <td>266</td> <td>63</td> <td>5</td> <td>1*</td> </tr> <tr> <td>Vinyl</td> <td>38</td> <td>10</td> <td>0</td> <td>0</td> </tr> <tr> <td>Fluor</td> <td>25</td> <td>22</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>329</td> <td>95</td> <td>5</td> <td>1</td> </tr> </tbody> </table>		RECORDABLE CASES (#)	LOST TIME CASES (#)	OCCUPATIONAL DISEASES (#)	FATALITIES (#)	Fluent	266	63	5	1*	Vinyl	38	10	0	0	Fluor	25	22	0	0	Total	329	95	5	1
	RECORDABLE CASES (#)	LOST TIME CASES (#)	OCCUPATIONAL DISEASES (#)	FATALITIES (#)																							
Fluent	266	63	5	1*																							
Vinyl	38	10	0	0																							
Fluor	25	22	0	0																							
Total	329	95	5	1																							

*The reported fatality occurred off-site, during travel.

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
MATERIAL TOPICS			
TRAINING AND EDUCATION			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 67, 111	
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Page 68 Total number of hours are reported, there is no information broken down by gender and job category.	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 68	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 69, 111	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Page 43, 69	
LOCAL COMMUNITIES			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 81, 82, 111	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments and development programs	Page 82	

GRI STANDARD	DISCLOSURE	PAGE NUMBER, URL OR COMMENT	OMISSION
MATERIAL TOPICS			
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 95, 99, 113	
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Page 99 For additional information on our Fluor Business Group products visit our site http://www.mexichemfluor.com	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no significant cases of non-compliance during the reporting period related to health and safety impacts of products and services.	
MARKETING AND LABELING			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	Page 97, 113	
GRI 417: Marketing and Labeling	417-2 2 Incidents of non-compliance concerning product and service information and labeling	There were no significant cases of non-compliance during the reporting period related to the information and labeling of products and services.	