

## Labor principles proposed for Grupo SURA and its strategic investments

In keeping with our commitment to the Declaration of the International Labor Organization – ILO –, the Universal Declaration of Human Rights, and the United Nations Global Pact, we hereby declare the following labor principles as a contribution to human development and quality of life.

The application of these principles extends to Grupo SURA and its strategic investments. In addition, they constitute a guide to analyze new investments and to develop new businesses:

1. We respect human dignity, without discrimination on race, religion, gender, functionality, sexual orientation or political grounds.
2. We act in strict compliance with the law and the regulations, and we contribute to the creation of fair and equitable societies.
3. We condemn forced labor, child labor, or any other form of labor that violates human decorum and dignity.
4. We encourage good treatment, and we act with respect, responsibility, a quantity and transparency in our relationships.
5. We promote open dialogue, based on fear of expression and on timely, clear, ample and sufficient information.
6. We support and respect the protection of human rights and we make sure that we are not accomplices in violations of those rights in our labor and business relations.
7. We guarantee a dignified remuneration, according to the results of the company, the industry, and the local labor market.
8. We work towards the personal and professional development of our employees is a guarantee for the long-term continuity of the business.
9. We respect freedom of Association and recognized the right to collective bargaining.
10. We encourage security, health, and well-being in the workplace.