



# axtel

alestra\*

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**Safety and  
Hygiene Policy**

## 1. Objective

At Axtel, we are committed to the safety and health of our employees in all of our activities, as well as the clients, contractors, and suppliers who execute duties in our facilities, encouraging risk prevention and health protection across our operations.

## 2. Application

This policy applies to all personnel of Axtel, S.A.B. de C.V. and its subsidiaries, at all hierarchical levels regardless of the type of contract. Likewise, it applies to all contractors and visitors to Axtel's work facilities.

## 3. Guidelines

A core value at Axtel is the safe keeping of the Health and Safety of all collaborators within its facilities and therefore:

- We base all our actions seeking to preserve the physical integrity and health of our collaborators and visitors.
- We promote the execution of activities in the safest way, implementing the necessary measures to prevent and protect all employees.
- We provide the means and resources for activities to be executed in a secure manner.
- In all our projects, we ensure full legal and administrative safety compliance, following to official mexican requirements as well as those established by Instituto del Seguro Social (IMSS - Social Security Institute) and the Secretaría de Trabajo y Prevision Social (STPS - Ministry of Labor and Social Welfare).
- Compliance to the primary and most relevant international standards and best practices, as well as regulations, volunteer programs, and/or collective agreements addressing health and safety issues.
- We eliminate unsafe acts and reduce unsafe conditions in all work areas.
- We identify and assess safety and health risks so that they can be handled promptly.
- We consider consulting, informing, and training collaborators on workplace safety and health issues so that they understand the risks involved in their daily activities and can implement preventative and control measures, which promotes a prevention culture among all collaborators.
- We investigate policy infringements and apply corrective measures.
- We advocate for continual improvement to enhance Axtel employees' safety and health.

These commitments are manifested in the following responsibilities:

- Direct managers are responsible for effective compliance with security measures in their work area.
- All levels of the organization must participate and abide by security regulations, as well as engage in the activities of the Industrial Safety and Hygiene Program that is promoted in the company.

- Any activity, no matter how important, can only be carried out when the security measures to preserve the physical integrity and health of the collaborators have been complied with.
- Collaborators have the responsibility of abiding by and implementing the safety recommendations, to prevent and avoid accidents and/or occupational diseases, and they will support the Management Team of the company in this task.
- Safety training is an integral part of the training program of our personnel, so it must be met considering the requirements of the Official Mexican Norms, certifications, and international standards, according to the activity carried out in the company.

Adherence, dissemination, and compliance with this policy will be promoted at all Axtel facilities, which constitutes an express position on Industrial Safety and Hygiene and ratifies our commitment to the physical integrity and health of our collaborators and our community.

Authorize by:

Armando de la Peña  
CEO

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