Policy to Prohibit Violence and Intimidation

At Reforestadora de Palmas del Petén, S.A., REPSA, we have a solid commitment for the respect and protect human rights which derives from our responsible business practices.

REPSA is committed to treating all people with dignity and respect. We recognize that we all have the right to work and live in an environment that is free of violence, harassment and intimidation, and that REPSA has a responsibility to promote safe and secure communities in which we operate.

We will abide by local laws, and with this document announce a firm commitment to protect our employees and all other stakeholders who work within and visit our properties from violence and intimidation. Our policy is informed by the Universal Declaration on Human Rights, the UN Guiding Principles on Business and Human Rights, and the standards set out in the Voluntary Principles on Security and Human Rights.

REPSA condemns the use of violence or intimidation by anyone associated with the company and REPSA will not tolerate any type of violence, harassment, threats, intimidation, and other disruptive behavior. REPSA proposes the following definitions for these terms:

Violence: The use of physical force intended to cause bodily harm, or any unwanted or hostile physical contact.

Harassment: any unwelcome verbal or physical conduct that can reasonably be considered to adversely affect a person.

Threat: an expression, verbal or non-verbal, of an intention to inflict physical or mental harm or injury.

Intimidation: actions that include, but are not limited to, stalking or behavior that is intended to frighten, coerce, or induce duress.

In cases where conflicts arise, we will address these in a peaceful manner that is fair and transparent and respects the human rights of all involved.

REPSA and its employees are responsible for promoting a safe environment. This policy applies to all employees, third parties, contractors, agents, and visitors during their work or while performing any activity within our operations. It also applies to employees outside our operations when acting on behalf of REPSA with our stakeholders or with local communities.

All employees are responsible for following company requirements with respect to this policy and for reporting any incidents or unsafe practices they witness. No adverse action will be taken against anyone truthfully reporting a violation of this policy. Further, every effort will be made to protect the confidentiality of all persons identifying information provided in reports of violations of this policy.

Anyone who breaches this policy may be subject to disciplinary action, up to and including dismissal, as well as legal consequences when applicable and when determined by legal authorities.

We will also demonstrate our commitment to continuous improvement of our working environment through the implementation of a violence and intimidation prevention program. The program outlines the expectations that we have for our employees with regard to upholding the policy, and the means for employees to seek help in interactions with local stakeholders, in reporting safety concerns, the process for reporting incidents or threats of violence and harassment related to our operations, and the investigation of such reports. In addition, the program communicates the potential consequences or disciplinary measures for employees and agents who practice violence and intimidation and unwanted behavior.

REPSA commits to cooperate fully with legal investigations into any formal accusations of violence or intimidation made against the company or its employees and contractors.

This policy will be in effect immediately. The REPSA Senior Management Committee will be accountable for its implementation. We invite interested stakeholders to comment on this policy over the next two months or until July 30, 2016. As of August 1, REPSA will issue a revised policy to be formally applied and implemented it in all of its operations.

June 3, 2016