



**ASUR**

AEROPUERTOS DEL SURESTE

ANNUAL  
SUSTAINABILITY  
REPORT  
**2014**

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SECTION 1.0

# MESSAGE FROM OUR CEO

## 1.0 MESSAGE FROM OUR CEO

### WELCOME TO ASUR'S ANNUAL SUSTAINABILITY REPORT FOR THE YEAR 2014.

Since the company's inception in 1998, one of our most constant guiding principles has been to act ethically, while minimising our impact on the environment, and promoting the wellbeing of the people who, to a greater or lesser extent, rely on us. Like any successful business, our focus is on value creation: for our shareholders, but also for passengers, employees, and the members of the community in the locations where we operate.

As the provider of key transport services, we are well aware that there are many people depending on us to do our job efficiently and appropriately: the passengers that use our airports and who deserve a smooth-running, stress-free travel experience, but also the people in the local communities who depend on those passengers for their livelihoods.

We believe that in the long term, what is in the interests of our stakeholders is also beneficial to our shareholders: a solid company, one that is run according to high standards of business ethics, with a motivated workforce and good community relations, is ultimately more likely to be successful and to provide a good return for investors.

Our focus on sustainability issues is therefore a key element in achieving this strategic goal. In the coming years, we will continue to seek ways in which we can improve the financial performance of our company, while protecting the environment, supporting local communities and creating working conditions for our employees that guarantee their safety and respect for their human rights.

The company's strategic sustainability priorities for the short and medium term continue to be: mitigation of the effects of climate change, by maintaining energy-efficient facilities and thereby reducing our indirect emissions of greenhouse gases, complemented by the protection of natural habitats; and support for initiatives that promote education, health and culture in the locations where we operate.

During 2014, we have remained focused on the key issues of waste management, water management and energy efficiency in our airports. This was the first full year of a major project at Cancún Airport, aimed at recycling non-hazardous waste materials like glass, cardboard and aluminium: we reduced the amount of waste generated by the airport and disposed of in landfill sites by 71%. In terms of energy efficiency, our overall electricity consumption throughout the group rose by 8%. Due to a 10% increase in passenger figures this represented a 2% decrease on a per-passenger basis.

Total water consumption increased by almost 27% in all the airports in the group during 2014, mainly as a result of dry weather conditions and several infrastructure expansion projects under way. We will be looking at ways to reduce consumption and recycle more water in the coming months. We have also recently been working on implementing a system to measure our direct and indirect emissions of greenhouse gases, which we expect to have in place for the 2015 reporting cycle.

The main challenges that we anticipate for the next several years are all related to construction projects that are under way in our airports, principally in Cancún. Due to the need for greater capacity to handle increasing passenger numbers, we have had to undertake two major projects: the expansion of Terminal 3 and the construction of a completely new Terminal 4.

In both cases, environmental-impact assessments are either complete or ongoing, and construction work is scheduled to begin in 2015. While both projects have been designed to minimise environmental impacts, we expect that entry into operation of this new infrastructure will have significant effects on the amount of electricity and water consumed at Cancún Airport, as well as on other environment parameters.

As we have said on many occasions before, the goal of this report is to increase transparency and to encourage dialogue with all our stakeholders. We welcome any comments or observations about additional matters that our readers would like to see included, or suggestions as to how we can improve our reporting process.

ADOLFO CASTRO RIVAS,  
CHIEF EXECUTIVE OFFICER

SECTION 2.0

# COMPANY PROFILE

## 2.0 COMPANY PROFILE

Grupo Aeroportuario del Sureste, S.A.B. de C.V. operates a group of airports in the southeast region of Mexico under the brand name ASUR. These airports are located in the cities of Cancún, Cozumel, Huatulco, Mérida, Minatitlán, Oaxaca, Tapachula, Veracruz and Villahermosa.

The company's headquarters are located in Mexico City. In February 2013, the concession for the operation of Luis Muñoz Marín International Airport in San Juan, Puerto Rico, was granted to Aerostar Airport Holdings, LLC, a company in which Grupo Aeroportuario del Sureste, S.A.B. de C.V. holds a 50% stake. These are the only operations outside of Mexico in which ASUR currently has an interest.

### 2.1 BUSINESS ACTIVITIES

The company's core activity is to administer and maintain the infrastructure of its airports to ensure sufficient capacity for safe, efficient operations and a high standard of service. Basic infrastructure includes that required for aircraft takeoff and landing operations and for arriving and departing passenger flows, as well as facilities for the authorities involved in airport operations (air-traffic controllers, customs, immigration, etc.).

In addition to the above, the company enters into agreements with external providers for a range of additional services, including complementary services for aircraft (such as baggage handling and ramp services) and commercial services for passengers (such as restaurants, shops and car rental, among other business lines). The company's aeronautical, complementary and commercial activities represent its three revenue streams.

Consequently, there are facilities and personnel that, while located at ASUR's airports, are not under the direct operational control of the company. These include all those corresponding to the government agencies, complementary service providers and commercial concession holders mentioned above, as well as the facilities and staff members of the various airlines that operate out of the company's airports.

**F1:** Summary of Operational Boundaries, ASUR Airports

## CONTROLLED DIRECTLY BY ASUR

### DIRECTLY EMPLOYED STAFF:

- General administrative
- Car park attendants
- ARFF fire fighters
- Hold-baggage-screening system operators
- CCTV operators

### SUBCONTRACTED STAFF:

- Security guards
- Passenger-inspection personnel
- Cleaning staff
- Convenience-store staff

### FACILITIES:

- Public-access areas in terminal buildings
- Passenger-access areas in terminal buildings
- Airside and airfield facilities
- Car parks and roadways

## WHERE ASUR HAS LIMITED INFLUENCE

### STAFF AND FACILITIES OF:

- Airlines, including check-in and boarding staff
- Ground handlers and ramp-service providers, including baggage handlers, etc.
- Commercial concession-holders, including restaurants, shops, car rental companies, taxis, etc.

## NOT CONTROLLED BY ASUR

### STAFF AND FACILITIES OF:

- DGAC (Mexican civil aviation authority)
- INM (immigration authority)
- Customs
- Law enforcement agencies (airport police)
- SENEAM (air-traffic controllers)
- ASA (fuel services for aircraft)



*“We operate the nine most important airports in the southeast of Mexico”*

## 2.2 COMPANY HISTORY

ASUR's nine airports are operated under 50-year concessions that were granted to the company in 1998, as part of the Mexican government's plan to open up the country's state-owned airport sector to private investment.

Under the privatisation scheme, an initial stake of 15% in the company's capital stock (the BB series shares) was sold to a strategic partner, Inversiones y Técnicas Aeroportuarias, S.A. de C.V. (ITA), with expertise in Mexican business operations and in the international airport industry. The remaining 85% of the company's shares (the B series) began trading on the stock exchanges of Mexico City and New York in two public offers in September 2000 and March 2005. ASUR is therefore a one-hundred-per-cent privately owned company, subject to a series of national and international regulatory frameworks.

## 2.3 SHAREHOLDER STRUCTURE

In June 2007, the strategic partner ITA reduced its shareholding in the company from 15% to 7.65%. As of the 31st of December 2014, ITA is owned by Fernando Chico Pardo, a Mexican investor, who has a 51% stake in the company; and by Remer Soluciones a la Inversión, S.A. de C.V., a subsidiary of the Mexican bus transport company Grupo ADO, S.A. de C.V., which has a stake of 49%.

The 92.35% of ASUR's shares that are not held by ITA are traded on the New York Stock Exchange (NYSE: ASR) and the Mexico City Bolsa (BMV: ASUR). As of the 31st of December 2012, Fernando Chico Pardo directly or indirectly owns a stake of 16.48% in ASUR (including the stake held via ITA); and Grupo ADO, S.A. de C.V. directly or indirectly owns a stake of 16.05% in ASUR (including the stake held via ITA).

## 2.4 ORGANISATIONAL STRUCTURE

As of the 31st of December 2014, ASUR employs a total of 934 people. Our organisational structure may be summarised as follows: each of the nine airports of ASUR is a subsidiary of the holding company, Grupo Aeroportuario del Sureste, S.A.B. de C.V. In addition, there are two subsidiary service companies, one that directly employs the Group's unionised staff (RH ASUR, S.A. de C.V.) and another that directly employs all the Group's non-unionised staff (Servicios Aeroportuarios del Sureste, S.A. de C.V.).

**F2:** Structure, Holding Company and Subsidiaries

### **GRUPO AEROPORTUARIO DEL SURESTE, S.A.B. DE C.V.**

#### ONE HOLDING COMPANY

- └ AEROPUERTO DE CANCÚN, S.A. DE C.V.
- └ AEROPUERTO DE COZUMEL, S.A. DE C.V.
- └ AEROPUERTO DE HUATULCO, S.A. DE C.V.
- └ AEROPUERTO DE MÉRIDA, S.A. DE C.V.
- └ AEROPUERTO DE MINATITLÁN, S.A. DE C.V.
- └ AEROPUERTO DE OAXACA, S.A. DE C.V.
- └ AEROPUERTO DE TAPACHULA, S.A. DE C.V.
- └ AEROPUERTO DE VERACRUZ, S.A. DE C.V.
- └ AEROPUERTO DE VILLAHERMOSA, S.A. DE C.V.
- └ RH ASUR, S.A. DE C.V.
- └ SERVICIOS AEROPORTUARIOS DEL SURESTE, S.A. DE C.V.

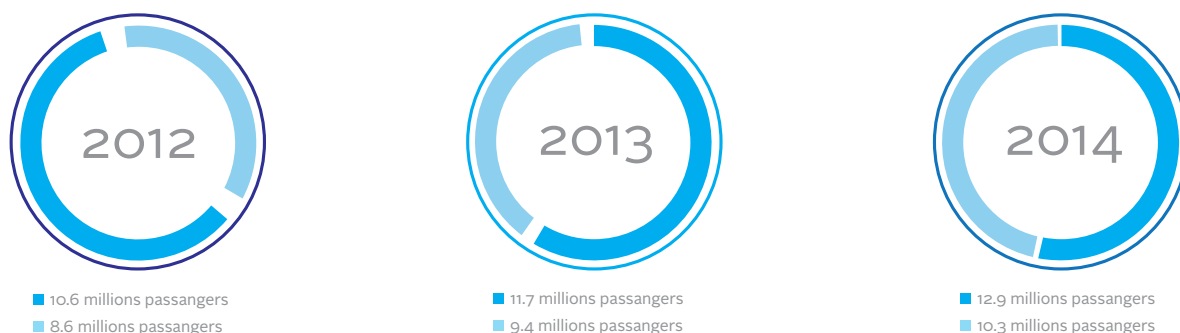
### **11 SUBSIDIARIES**

## 2.5 OPERATING AND FINANCIAL DATA

In 2014, a total of 23,157,560 passengers passed through ASUR's terminals (not including private aviation or transit passengers), of which 12,858,592 (56%) were international and 10,298,968 (44%) were domestic passengers.

The total passenger figure for 2014 increased by 2,077,904 (9.9%) compared to the year 2013. The company's largest airport is the one located at Cancún, which accounted for 75% of total passenger traffic in 2014 (down from 76% in 2013).

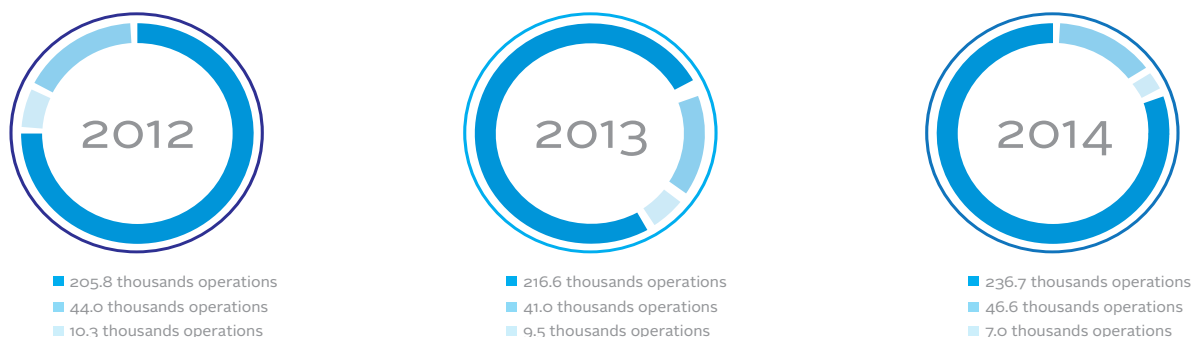
**F3:** Breakdown of International and Domestic Passenger Traffic  
(Not including general aviation and transit passengers)



DOMESTIC PASSENGER TRAFFIC ■ INTERNATIONAL PASSENGER TRAFFIC

In 2014, ASUR's nine airports handled a total of 290,280 air-traffic movements (landings and takeoffs), of which 82% were commercial flights, 2% were charter flights, and 16% were general aviation (private) flights.

**F4:** Breakdown of Air-Traffic Movements by Aviation Category



AVIATION

COMMERCIAL ■ CHARTER ■ GENERAL

Together, the nine airports of ASUR serve passengers arriving from every continent, although a considerable majority of passengers arrive from North American destinations: in 2014, passengers from the United States of America and Canada accounted for 74% of international passengers.

In 2014, the net income of the company was 2.3 billion Mexican pesos (equivalent to approximately 172 million US dollars). The company ended the year with total assets worth 23.9 billion pesos (approximately 1.8 billion US dollars), total liabilities of 5.2 billion pesos (approximately 389 million US dollars) and total equity of 18.8 billion pesos (approximately 1.4 billion US dollars).\*

\* Figures in US dollars calculated at an exchange rate of 13.30 Mexican pesos per dollar (2014 average).

**F5:** Summary of P&L and Balance Sheet

	2014	2013
ASSETS	23,925	21,416
LIABILITIES	5,173	5,132
EQUITY	18,751	16,284
REVENUES	5,879	5,446
OPERATING COSTS	2,718	2,575
NET INCOME	2,284	2,297

FIGURES STATED IN MILLIONS OF MEXICAN PESOS



## 2.6 SIGNIFICANT CHANGES IN OPERATIONS DURING REPORTING PERIOD

During 2014, there were no significant changes regarding the size or structure of the company, including the location of its airports and the opening, closing or expansion of the facilities it operates.

Although several infrastructure expansion projects were undertaken in the year 2014, mostly these did not involve major extensions to the built-up surface areas or “footprints” of the airports. The necessary capacity increases were mostly achieved by remodelling and optimising existing buildings and facilities, notably in the airports of Huatulco, and Veracruz. For a more detailed discussion of mitigation measures for infrastructure expansion, please refer to section 5.2.1 of this report.

## 2.7 SOCIAL RESPONSIBILITY AWARDS AND EXTERNAL PROGRAMMES

During 2014, ASUR maintained its status as an active signatory of the United Nations Global Compact (UNGC) by complying with the UNGC's reporting requirements. The Global Compact is an initiative established by the United Nations to promote the values of social responsibility and respect for human rights in businesses around the world.

Additionally, for the seventh year running, we were awarded recognition as a Socially Responsible Company by the Mexican Centre for Philanthropy, known by its Spanish initials CEMEFI. CEMEFI bases its awards on self-assessments of internal practices and programmes carried out by the companies themselves, which are required to submit adequate documentation of the corresponding activities. The assessments monitor performance in four key areas: quality of life for company employees; business ethics and anti-corruption practices; community support and relations; and environmental protection.

In the reporting period, ASUR received Environmental Quality Assurance certificates for five of its airports from the Mexican Environmental Protection Agency, PROFEPA. The certification in question represents official confirmation by the Mexican environmental authorities that the recipient has complied in full with all observations resulting from the audits conducted by the authorities to enforce Mexican environmental legislation.

The airports certified were Cozumel, Huatulco, Oaxaca, Tapachula and Villahermosa. Certificates are valid for a period of two years; the remaining airports in the Group—Cancún, Mérida, Minatitlán and Veracruz—are due for recertification in 2015.

As of the 31st of December 2014, the environmental management systems in place in all of ASUR's airports have valid ISO 14001 certification. The airports at Cancún, Huatulco and Oaxaca were recertified for the period 2012-2015, and those at Cozumel, Mérida, Minatitlán, Tapachula, Veracruz and Villahermosa were recertified for the period 2013-2016.

Finally, with regard to ASUR's passenger service standards, in 2014 Cancún Airport was ranked in second place in the Latin America and Caribbean region in the Airport Service Quality (ASQ) survey programme organised by Airports Council International. In ASQ surveys, passengers are asked to rate their degree of overall satisfaction with airports' service levels, as well as performance in a wide range of specific areas, from efficiency and the standard of facilities to cleanliness and staff courtesy.

## 2.8 DESCRIPTION OF COMPANY'S VALUE CHAIN

To maintain the facilities at its airports and a high standard of passenger service, ASUR contracts goods and services with a wide range of suppliers. Among the most important of these are: contractors hired to carry out construction work for the maintenance, extension or remodelling of airport infrastructure; technical supervision services to ensure that construction work is completed on time and in accordance with specifications; suppliers of equipment for air-conditioning, security and check-in systems, and so on; and the providers of certain services, such as cleaning, security and surveillance, passenger inspection, and refuse collection.

The vast majority of the companies in ASUR's value chain are based in Mexico, with the exception of some suppliers of airport-specific equipment such as boarding bridges, specialised vehicles, and baggage-handling equipment. All contractors and subcontractors are required to adhere to ASUR's Code of Ethics. Their employees have access to the company's internal reporting system, and are encouraged to report any instances of unethical behaviour or violations of their fundamental rights. The company's Internal Auditing Department also carries out random inspections to ensure that subcontractors adhere to the provisions of Mexican labour legislation, especially with regard to payment of social security contributions for their employees.

During 2014, of the 20 biggest contracts for goods and services entered into by the company, 10 were for construction services, 5 were for the acquisition of equipment, 4 were service agreements, and 1 was for technical supervision services.

SECTION 3.0

# REPORT PARAMETERS

## 3.0 REPORT PARAMETERS

This Annual Sustainability Report relates to the company's operations in the period between the 1st of January and the 31st of December 2014, and follows on from ASUR's 2013 Annual Sustainability Report which can be consulted at [www.asur.com.mx](http://www.asur.com.mx).

Any queries relating to this report may be addressed to: Alistair McCreadie, tel. +52 55 5284 0488, e-mail: [amccreadie@asur.com.mx](mailto:amccreadie@asur.com.mx).

### 3.1 STAKEHOLDER ENGAGEMENT AND IDENTIFICATION OF MATERIAL ASPECTS

One of the fundamental decision-making tools used by ASUR is an assessment of the risks inherent to its operations. This analysis is prepared internally on an annual basis, and is presented to the company's Audit Committee. Further details regarding the company's risk analysis may be found in the reports submitted to the stock-market authorities in Mexico and the United States. The assessment in question covers both risks for the company itself, and those that might adversely affect stakeholder groups. In accordance with the precautionary approach, one of the guiding principles for the company's operations is that it should avoid or minimise any activities that have the potential to negatively impact its own operations or the wellbeing of its stakeholders.

ASUR's principal stakeholder groups have been identified based on internal assessments and external guidance, such as that provided by reporting frameworks, best practices, and the standards adopted by initiatives such as the United Nations Global Compact and the Mexico Stock Exchange Sustainability Index.

ASUR's internal stakeholders include the company's employees, shareholders and the members of the company's corporate governance bodies, and its main external stakeholders are local residents and business communities, and the passengers that travel through the airports.

Below is a summary of the main stakeholder-engagement activities carried out by ASUR during 2014:

**F6 : Stakeholder Groups Engaged and Engagement Method**

<b>STAKEHOLDER GROUP</b>	<b>PRINCIPAL ENGAGEMENT METHOD</b>
Company employees	Internal communications and campaigns; feedback and grievances received via internal reporting system
Community groups	Identification of priority issues through direct communications and in events organised by, among others, UN Global Compact and Mexico stock exchange; interaction with community groups at the local level
Business groups and associations	Identification of priority issues through direct communications and in events organised by, among others, UN Global Compact and Mexico stock exchange; interaction with business groups at the local level
Passengers	Airport-service-quality surveys; feedback and grievances received via internal reporting system

The engagement activities described above have allowed us to identify a series of material aspects to be reported on. In selecting the information to be included in this report, ASUR has applied the four principles of materiality, stakeholder inclusiveness, sustainability context and completeness established by the Global Reporting Initiative for defining report content.

The material aspects identified, which are all covered by this report, are listed in Figure 7 below. The boundaries, both within and outside the organisation, regarding how each aspect is reported on are discussed on a case-by-case basis in the relevant sections:

### 3.2 SCOPE AND LIMITATIONS OF REPORT

This report is intended to complement ASUR's Annual Financial Statements for 2014, which contain in-depth information on the financial performance of ASUR during the period in question. It will therefore focus in particular on social and environmental matters without including detailed financial data, except insofar as they relate to the standard disclosures contained in the company profile (Section 2) and to economic performance indicators (Section 7).

#### F7: Material Aspects for Sustainability Reporting

##### MATERIAL ASPECT IDENTIFIED

###### ENVIRONMENT

Climate change; wildlife protection, especially birds; use of resources

*Section 5*

###### ANTICORRUPTION

Systems in place to prevent corruption; company rules regarding facilitation payments and bribes to government officials

*Section 4*

###### WORKING CONDITIONS

Collective bargaining guarantees; occupational safety; quality of life in the workplace

*Section 6*

###### HUMAN RIGHTS

Gender equality; non-discrimination; human trafficking involving minors

*Section 8*



The environmental performance indicators mentioned in Section 5 include data from the Group's nine airports in Mexico only, as these are considered to be the most relevant due to the nature of the company's activities. All other indicators refer to the nine airports, the company's head offices in Mexico City and other company subsidiaries, as described in Section 2.4.

The report covers operations performed directly by the companies that form part of the ASUR business group. At this time, mechanisms are not in place to include the activities of clients, suppliers or subcontractors within the parameters of this report, unless otherwise stated.

This report has been prepared on a consistent basis with ASUR's Annual Sustainability Report for 2013 in terms of measurement methods, and contains no restatements or reinterpretations of data contained in that report, although the scope and boundaries of this report have been widened to cover certain aspects and indicators contained in the G4 Reporting Guidelines and the Airport Operator Sector Supplement published by the Global Reporting Initiative. At this time, it is not company policy to seek external assurance of our Annual Sustainability Report.

SECTION 4.0

# CORPORATE GOVERNANCE

4.0

## CORPORATE GOVERNANCE

As a company that is publicly traded on the stock markets of both Mexico City and New York, ASUR adheres to a strict set of regulations in its corporate-governance practices. Our Board of Directors is made up of a majority of independent members, our Audit Committee is made up entirely of independent members and our other corporate-governance bodies all have varying degrees of independent oversight.

The term “independent” is defined in accordance with the Mexican Securities Market Law, and excludes any persons who are executive or non-executive employees of the company or its subsidiaries; shareholders that own a controlling share in the company; the company’s clients, service providers, suppliers, debtors, creditors and business partners, and their board members or employees; in general, any individuals who exert influence or authority over the company; and the relations by blood or marriage of any of the above.

F8: Overview of Corporate Governance Structure of ASUR

## COMPANY SHAREHOLDERS

ULTIMATE AUTHORITY AT THE COMPANY  
RESPONSIBLE FOR: DECISION-MAKING  
AT THE HIGHEST LEVEL  
DUE REPRESENTATION OF MINORITY  
SHAREHOLDERS



## BOARD OF DIRECTORS

RESPONSIBLE FOR: STRATEGIC DECISION-MAKING  
NUMBER OF MEMBERS: 9  
INDEPENDENT MEMBERS: 5

## AUDIT COMMITTEE

RESPONSIBLE FOR: OVERSIGHT  
OF OPERATIONS TO ENSURE  
APPROPRIATE STANDARD OF  
BUSINESS ETHICS  
NUMBER OF MEMBERS: 3  
INDEPENDENT MEMBERS: 3



## NOMINATIONS AND COMPENSATIONS COMMITTEE

RESPONSIBLE FOR: PROPOSALS FOR  
APPOINTMENT OF BOARD MEMBERS;  
APPROVAL OF EXECUTIVE PAY  
NUMBER OF MEMBERS: 3  
INDEPENDENT MEMBERS: 1



## OPERATIONS COMMITTEE

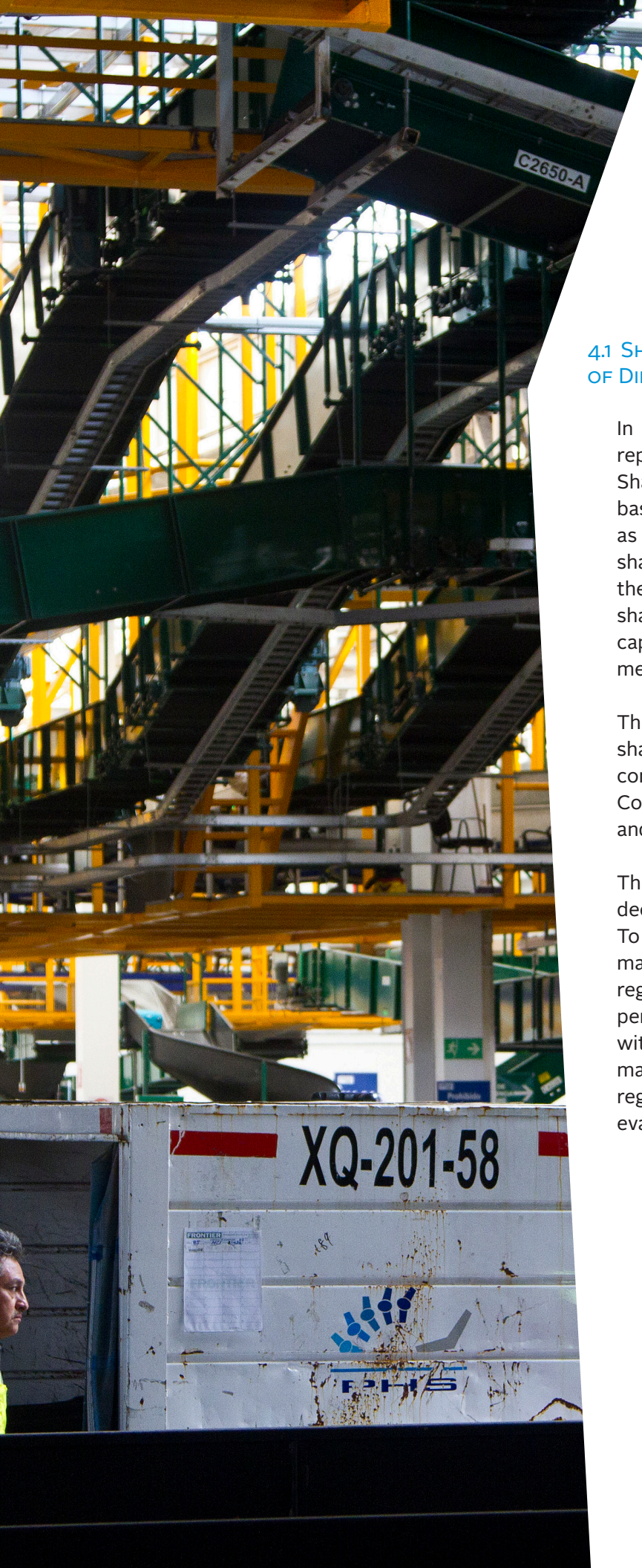
RESPONSIBLE FOR: COMPLIANCE  
WITH INVESTMENT COMMITMENTS;  
PROPOSALS TO BOARD FOR  
DIVIDENDS, BUDGET, BUSINESS  
PLAN, ETC.  
NUMBER OF MEMBERS: 4  
INDEPENDENT MEMBERS: 2



## ACQUISITIONS AND CONTRACTS COMMITTEE

RESPONSIBLE FOR: OVERSIGHT OF  
ACQUISITIONS TO ENSURE APPROPRIATE  
ETHICAL STANDARDS  
NUMBER OF MEMBERS: 3  
INDEPENDENT MEMBERS: 1





#### 4.1 SHAREHOLDERS' RIGHTS AND DUTIES OF THE BOARD OF DIRECTORS

In accordance with Mexican law, ASUR's shareholders represent the highest authority in the company. Shareholders' meetings are held on at least an annual basis, in order to vote on the most important issues such as dividend payments and other matters that require shareholder approval by law. In addition, according to the company's bylaws, any shareholder or group of shareholders representing at least 10% of the company's capital stock has the right to convene a shareholders' meeting at any time.

The Board of Directors reports to the company's shareholders, and is in turn reported to by four different committees: the Audit Committee, the Nominations and Compensations Committee, the Operations Committee and the Acquisitions and Contracts Committee.

The Board of Directors is responsible for making strategic decisions regarding the company's business operations. To do so, it receives reports from the company's top management and corporate governance committees regarding such matters as the company's financial performance, passenger figures, operations, compliance with investment commitments, and other important matters. On a yearly basis, the Board submits a report regarding its own activities and performance for the evaluation of the company shareholders.

## 4.2 DUTIES OF THE CORPORATE GOVERNANCE COMMITTEES

### 4.2.1 AUDIT COMMITTEE

The Audit Committee is responsible for verifying that the company has sufficient internal controls to ensure accurate financial reporting. It also supervises the company's risk-management activities: on a regular basis risk-mapping activities are carried out, covering aspects such as risks relating to financial information, areas of the company that may be vulnerable to fraud or other acts of corruption, information technology, and environmental and social issues. Once the company's risks have been mapped in detail, courses of action are determined for them to be managed and the information is presented to the Audit Committee for discussion.

The Audit Committee is also responsible for approval of ASUR's Code of Ethics, which is discussed in more detail below. Pursuant to the Code of Ethics, ASUR has an internal reporting system that may be used by anyone within the company to flag instances of abuse or corruption, or to report grievances relating to workplace matters. The system's users have the option to submit reports anonymously or to confirm their identity. All such reports are completely confidential and are received directly by the Internal Auditing Department, which has the duty to investigate them and to report to the Audit Committee. The Audit Committee ultimately reports to the Board of Directors and the company shareholders regarding the reports received and how the matters raised were resolved.

### 4.2.2 NOMINATIONS AND COMPENSATIONS COMMITTEE

The Nominations and Compensations Committee is mainly responsible for issuing proposals for the appointment of new Board and Committee members, as well as new executive officers in the top level of management in the company. It also determines the level of compensation to be paid at these levels, based on performance assessments and market rates, and approves the performance parameters that will be used as the basis for assessment in the subsequent twelve-month period.

### 4.2.3 OPERATIONS COMMITTEE

The Operations Committee oversees key aspects of ASUR's day-to-day business activities, including compliance with the investments that the company is required to make by the Mexican federal government. It also issues proposals and recommendations to the Board of Directors in relation to such matters as the company's budget, business plan, and dividends, among others.

#### 4.2.4 ACQUISITIONS AND CONTRACTS COMMITTEE

The Acquisitions and Contracts Committee is responsible for ensuring that appropriate standards are adhered to in the process of acquiring the goods and services that the company needs to carry out its operations successfully. Specifically, approval is required from the Committee for any acquisition or contract with a total value in excess of 400,000 US dollars, in one or more years; for extensions to existing contracts that represent an increase of more than 25% of the originally agreed timeframe or value; when a contract is put up for tender and a single bid is received, or when a contract is assigned directly and without tender to a given supplier, regardless of the contract value; and in cases when a contract is renewed with the same supplier on expiry.

#### 4.3 COMPOSITION OF CORPORATE GOVERNANCE BODIES AND REMUNERATION

Board and Committee members are appointed in accordance with proposals presented by the Nominations and Compensations Committee, whose job it is to identify potential candidates, analyse their qualifications and expertise in the relevant strategic areas, and verify that they do not have any conflicts of interest with the company. Once a possible candidate has been identified for each vacant position, and this person has expressed his or her agreement to be appointed, the proposal is submitted for approval by either the company shareholders or the Board of Directors, as applicable.



All Board and Committee members are paid a fixed fee for each session they attend, which is proposed each year by the Nominations and Compensations Committee in line with market standards and is submitted for the approval of the company shareholders. Compensation payable to the company's executive officers is also analysed and approved by the Nominations and Compensations Committee, subject to ratification by the independent Audit Committee. This includes both base salary and the annual performance bonus, which is linked to a series of performance indicators, also determined annually by the Nominations and Compensations Committee in accordance with the process described in section 4.2.2 above.

At this time, there are no female members on either the company's Board of Directors or any of the corporate governance committees that report to it.

#### 4.4 CODE OF ETHICS

ASUR has a Code of Ethics which is developed internally, and is applicable to all activities in all areas of all of the companies in the group. Staff members are given training in the rules of the Code of Ethics on a yearly basis, and each year are required to sign a statement to the effect that they have read and understand it, and have not incurred any violations.

During 2014, an enquiry was received from a stakeholder regarding the company procedures in place to prevent facilitation payments and bribes to government officials. In response to this, the company developed and implemented a completely new Code of Ethics, which was approved by the Audit Committee. The new Code of Ethics incorporates stricter controls in a wide range of aspects and specific provisions according to which company employees, officers and board members are forbidden from offering payments, gifts or benefits of any other kind to government employees.

SECTION 5.0

# ENVIROMENTAL RESPONSABILITY

## 5.0 ENVIRONMENTAL RESPONSABILITY

### 5.1 SIGNIFICANT ISSUES AND MANAGEMENT STRATEGY

ASUR has a written policy that expressly and formally sets forth the commitment of the company and its subsidiaries to take positive action in relation to the environment. This policy contains the stated goals of reducing the negative environmental effects of the company's operations and promoting environmental protection and the economical use of natural resources.

Among the most significant environmental issues identified by the company with the potential to impact our operations negatively are climate change, and the loss of natural habitats and biodiversity.

ASUR is a company whose business depends largely on the tourism industry: our airports at Cancún, Cozumel and Huatulco serve primarily tourist markets, and significant numbers of tourists also travel through our airports at Mérida, Oaxaca, Veracruz and Villahermosa. Together, these airports accounted for over 98% of our passenger traffic in 2014. Therefore, it is clearly in the interests of the company to contribute as much as it can to the preservation of the natural beauty of these areas, in order for them to continue to be attractive to visitors.



Any combination of the effects of climate change widely predicted by the scientific community, including rises in sea levels with the corresponding loss of beaches, an increased risk of extreme weather events such as hurricanes and flooding, and the disappearance of land and marine habitats such as mangroves and coral reefs, has the potential to significantly impact the airports in ASUR's group located in beach destinations (Cancún, Cozumel and Huatulco), as well as those serving low-lying or flood-prone areas (Mérida, Minatitlán, Tapachula, Veracruz and Villahermosa).

In the interests of limiting its carbon footprint, the company carries out regular analyses of its systems and facilities to identify areas where there are opportunities for the reduction of the amount of electricity consumed in the airports, thereby reducing indirect emissions of greenhouse gases. Although the facilities directly operated by ASUR produce few direct emissions of greenhouse gases, the company is also currently working on implementing systems that will accurately measure all greenhouse-gas emissions, in order to comply with Mexican legislation regarding the National Emissions Register (RENE), which will become effective in 2015.

Additionally, the company has instituted programmes intended to ensure that the airports' water consumption does not put excessive pressure on the water supplies for local habitats and populations; to protect and promote plant and animal biodiversity in the undeveloped areas surrounding the airports; and to ensure that the waste water discharged and storm water runoff do not constitute a source of pollution for local bodies of water.

Since ASUR's business activities do not involve the manufacture or creation of any kind of physical product, the company's consumption of materials is relatively insignificant. The principal consumable required on a consistent basis for our airports' day-to-day operations is fuel, which is discussed in greater detail in section 5.2.5 of this report. Similarly, due to the nature of ASUR's operations, the environmental aspects relating to products, services and transport are considered immaterial for the purposes of this report.

Within the company's overall strategic approach to environmental matters, each of the nine airports in the Group establishes its own specific goals in accordance with local conditions. These environmental objectives are available for consultation in Appendix A of this report.

Responsibility for environmental issues within the organisation ultimately lies with our Chief Infrastructure and Compliance Officer, one of the six executive officers at the top level of management in the company. This position has responsibility for the oversight of infrastructure management (including infrastructure expansion), as well as all matters relating to the company's compliance with the various regulations it is subject to. ASUR's Operational and Safety Compliance Manager works below the Chief Infrastructure and Compliance Officer and manages a team of environmental coordinators, with members based in each of the airports in the Group.

Each of ASUR's airports has an Environmental Management System that establishes detailed guidelines and procedures for aspects such as training, monitoring, emergency response, and the environmental requirements for projects and contractors. Each airport's Environmental Management System is currently certified under the ISO 14001 programme. In addition to ISO 14001 certification, ASUR's airports have consistently been awarded with the Environmental Quality Assurance certification, which represents official confirmation by the Mexican environmental authorities that the recipient has complied in full with all observations resulting from the audits conducted by the authorities to enforce Mexican environmental legislation.

For additional information relating to key environmental issues, such as performance against environmental objectives, specific risks and systems, and targeted strategies and procedures, please see the information contained in section 5.2 of this report.

## 5.2 OVERVIEW OF PRINCIPAL MITIGATION MEASURES

### 5.2.1 MITIGATION OF INFRASTRUCTURE EXPANSION

Large-scale infrastructure expansion at any of ASUR's airports, which tend to be surrounded by undeveloped land, often necessitates the modification or destruction of natural habitats. For this reason, projects of this type are only undertaken following careful consideration and analysis of the mitigation measures that can be applied, and when it is determined that there is ample justification, usually to eliminate operational hazards or serious capacity constraints, which in turn may have negative consequences for both local economies and the environment.

In 2014, major expansion projects were ongoing in two of ASUR's airports. At Huatulco International Airport, a project is nearing completion under which the terminal building has been expanded by 4,468 square metres; and a similar project is being finalised at Veracruz International Airport, in which the terminal building has been expanded by 9,518 square metres.

In both cases, the required environmental impact assessments have been carried out. Where possible, the expansion projects are being carried out in such a way that they do not expand the footprint of the airports' infrastructure, for example by repurposing areas that had previously been built on; where this is not possible, the environmental impact mitigation measures established by the Mexican authorities have been adhered to.

### 5.2.2 ENERGY EFFICIENCY

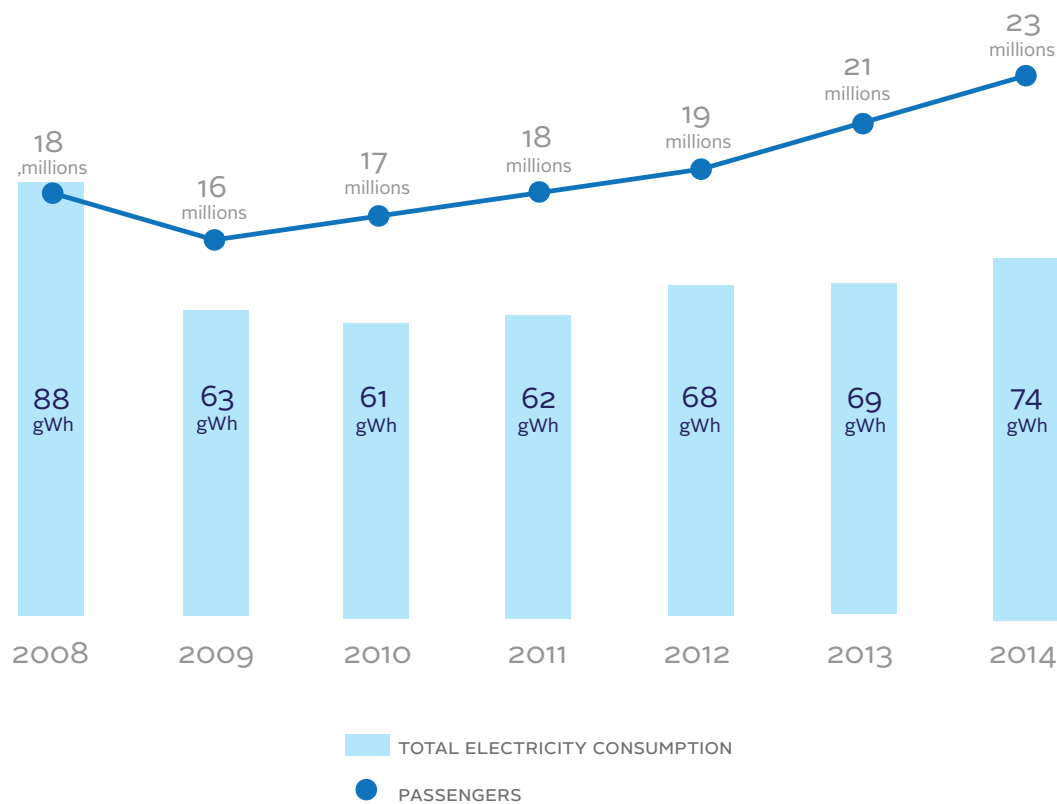
For several years, the most important front that we have been working on in our airports to reduce the company's carbon footprint is to moderate the amount of electricity we consume. Beginning in 2008, the company achieved notable success in its energy efficiency programme: from 2008 to 2009, total electricity consumption in the nine airports of the Group was reduced by 28.9%, and from 2009 to 2010 another reduction of 3.7% in overall consumption was achieved.

Our focus in 2013 and 2014 has been to maintain the progress made in terms of energy efficiency in previous years. Due to increases in traffic at our airports, and therefore a more intensive use of our facilities, total annual electricity consumption across all the airports in the group increased in both years, by 0.9% in 2013 and by 7.7% in 2014. However, when measured on a per-passenger basis to provide a more comparable parameter from year to year, there was a reduction in electricity consumption of 7.2% in 2013, and another decrease of 2.0% in 2014 (despite a 9.8% increase in passengers during this year).<sup>1</sup>

<sup>1</sup> Source: Internal ASUR data. See tables in Section 5.3 Environmental Management System.

These figures state only the intermediate energy produced by Mexico's Federal Electricity Commission and purchased by ASUR. At this time, data are not available that allow a calculation of the amount of direct energy from primary sources consumed in order to produce this electricity. ASUR does not produce any of the electricity it consumes; one hundred percent of the company's electricity requirements are covered by purchasing from the Federal Electricity Commission. According to figures published by the International Energy Agency, in 2012 (the most recent data available), 85% of the electricity generated in Mexico was produced from non-renewable sources (natural gas, oil, coal and nuclear energy) and 15% was produced from renewable sources (hydroelectric, geothermal, biomass and wind power).<sup>2</sup>

F9: Total Electricity Consumption vs. Passenger Growth



<sup>2</sup> Source: International Energy Agency website, at: [http://www.iea.org/stats/electricitydata.asp?COUNTRY\\_CODE=MX](http://www.iea.org/stats/electricitydata.asp?COUNTRY_CODE=MX)

### 5.2.3 WATER MANAGEMENT

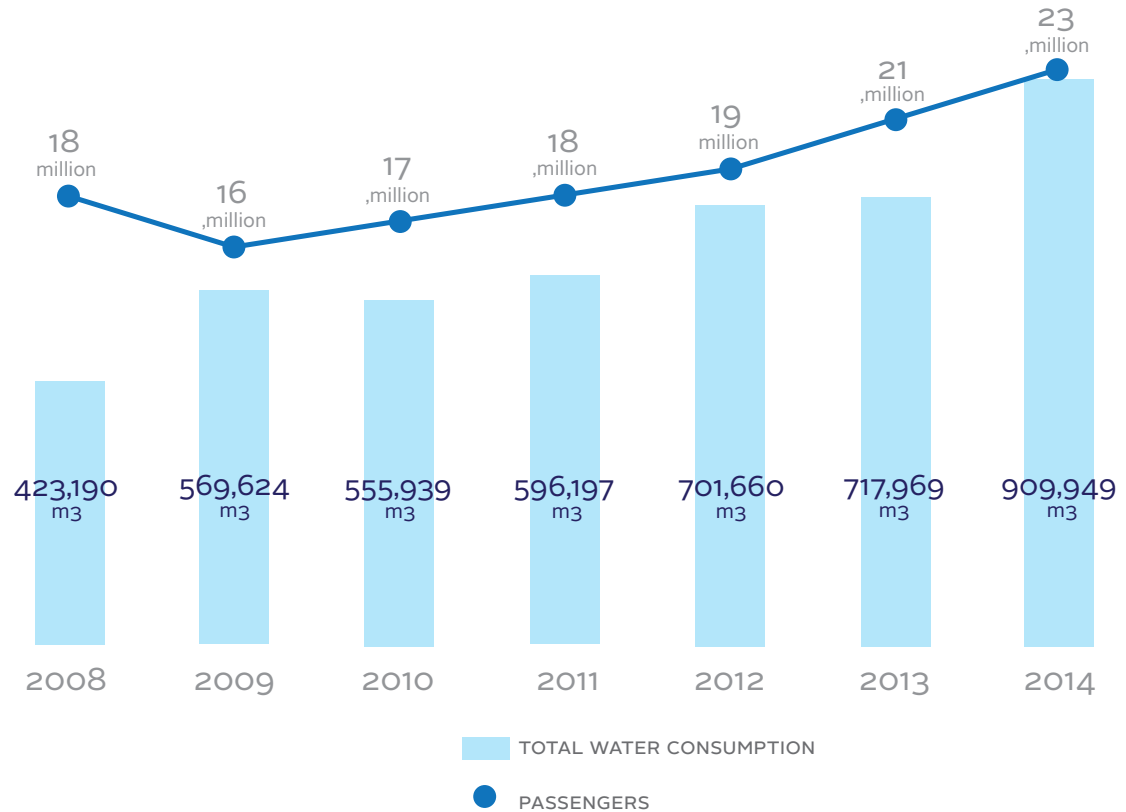
In addition to reducing the company's carbon footprint through energy efficiency, ASUR has also been focusing on improving its systems for managing both our water consumption and waste water and other effluents produced in the airports.

Eight of ASUR's nine airports are equipped with treatment plants that receive all waste water from terminals and administrative buildings. In the case of Cozumel Airport, waste water is sent to the municipal drainage system and is treated at the municipal plant. The airports' plants use biological, mechanical and chemical treatment processes to purify waste water to a standard where it is clean enough to be either reused or discharged without presenting a risk to other water sources. The water that is recycled is mainly used for watering green areas, which helps to reduce the demands placed by the airports on local resources. Any water that cannot be stored and used for this purpose is released into either the subsoil or into local wetlands, in accordance with the permits issued by Mexico's National Water Commission (CONAGUA).

ASUR also takes care to ensure that the quality of the storm water that runs off our airport facilities is in full compliance with local regulations. Given the weather conditions in the southeast region of Mexico, no de-icing or anti-icing fluids are used in any of the airports in the group. Furthermore, the company has equipment in place on the aircraft aprons of each of our airports to ensure that any spills of liquids such as fuels or oil are appropriately eliminated before they can be flushed into local water sources.

Overall, in 2014 ASUR's total water consumption in the nine airports increased by 26.7% from 717,969 to 909,949 cubic metres (m<sup>3</sup>). This was largely the result of an increase in consumption of 38.7% in Cancún Airport, the company's largest, due to traffic growth and the reopening of Terminal 1 to handle increased passenger numbers. Water consumption on a per-passenger basis (measured in litres per passenger) increased by 15.4%. The amount of metered discharge increased by 12.0% in absolute terms (from 230,958 to 258,660 m<sup>3</sup>), and by 2.0% in litres per passenger.<sup>3</sup>

**F10:** Total Water Consumption vs. Passenger Growth



<sup>3</sup> Source: Internal ASUR data. See tables in Section 5.3 Environmental Management System.

#### 5.2.4 WASTE MANAGEMENT

An important aspect in ensuring that our operations do not damage local environments and ecosystems is to make sure that all the waste materials generated in our airports are appropriately disposed of. Consequently, each airport has waste management facilities for hazardous and non-hazardous waste.

The waste materials that are classified as hazardous under Mexican legislation include a series of toxic, inflammable and corrosive substances, as well as items of equipment that have come into contact and are contaminated with these materials. In our airports, all substances and articles of this kind are safely stored, appropriately labelled and eventually handed over to specialist waste disposal companies, in strict adherence to the applicable regulations. The waste disposal companies, which are required to be licenced by the Mexican authorities, eliminate the hazardous waste using methods that avoid pollution and provide ASUR with waste disposal certificates stating the methods used.

Non-hazardous waste is handled in separate facilities at ASUR's airports. It is sorted into organic waste (used for compost) and non-organic waste (materials such as glass, paper, cardboard and aluminium) before being collected by the local municipal refuse disposal service. As well as attempting to reduce the amount of waste produced, at several of our airports we have set ourselves the goal of reusing or recycling some or all of the non-hazardous, non-organic waste produced, to keep it from being disposed of in local landfills.



In 2014, these programmes began to pay significant dividends: the total amount of non-hazardous waste disposed of was reduced by 68.2%, from 5,179 to 1,648 tonnes. This was largely due to recycling and waste reduction efforts in Cancún, our largest airport, which reduced its non-hazardous waste disposal by 77.4%.<sup>4</sup>

#### 5.2.5 FUEL CONSUMPTION

Petrol (gasoline) and diesel fuels are consumed to operate a wide range of support vehicles, including shuttle buses for transporting passengers to various parts of the airports, utility vehicles, and so on. The total amount of fuel consumed by ASUR's airports increased from 2013 to 2014 by 4.0%, from 472,521 to 491,514 litres. However, due to the rise in passenger numbers over the same period, on a per-passenger basis this represented a decrease of 5.3%.<sup>5</sup>

The measurements of fuel consumption in ASUR's airports include only the fuel used in the facilities and the vehicles that are the property of the airport company. They do not take into account fuel consumed by the airports' subcontractors, or that consumed by aircraft for takeoff and landing procedures. While ASUR recognises that this information may be of interest to our stakeholders, at this time no systems are in place for us to obtain these data.

#### 5.2.6 BIODIVERSITY ISSUES

ASUR has several programmes in place that are intended to promote and protect the rich biodiversity in the areas that surround many of our airports. Local species of plants and animals that are vulnerable or endangered have been identified, along with natural habitats that are of special value. In recent years, the company has undertaken a mangrove-reforestation project in association with the National Commission for Protected Natural Areas, and has implemented projects to relocate endangered plant species during construction work.

The company also implements wildlife-management measures to reduce the risk of impacts between animals and aircraft at our airports, both on the ground and in the air. One of the most significant risks is that of bird strike, which may cause significant damage to aircraft.<sup>6</sup> ASUR counters this risk by using trained hawks to scare away other species of birds and prevent them from nesting on airport grounds; the method causes no damage to the bird populations themselves, while guaranteeing aviation safety.

<sup>4</sup> Source: Internal ASUR data. See tables in Section 5.3 Environmental Management System.

<sup>5</sup> Source: Internal ASUR data. See tables in Section 5.3 Environmental Management System.

<sup>6</sup> Bird-strike incidents that cause damage to aircraft are reported to the Mexican civil-aviation authorities by the airlines, as the directly affected parties. ASUR does not compile data on the numbers of bird strikes at or within the vicinity of its airports.

### 5.3 ENVIRONMENTAL MANAGEMENT SYSTEM

ASUR has an Environmental Management System that is applied in all nine of the airports the company operates. The purpose of the system is to establish environmental objectives for each airport, as well as a framework for the achievement of those objectives. The system creates a series of parameters that can be used to monitor and assess each airport's performance in relation to the environmental objectives established, providing the company management with valuable information for the decision-making process.

Environmental objectives are determined by each airport on an ad hoc basis, in order to ensure that local conditions are taken into consideration in ASUR's environmental protection programme. The full details of the environmental objectives established in 2014 for the nine airports in the Group, as well as performance against those objectives, can be consulted in Appendix A.

The Environmental Management Systems in each of ASUR's airports are certified according to ISO 14001. The following tables provide an overview of the performance in all nine of ASUR's airports with regard to some of the most relevant environmental parameters established by the System:

**F11 : Summary of Environmental Performance Indicators for All Airports**

#### TOTAL FIGURES

PARAMETER	UNIT	MMT	2012	2013	2014	% CHANGE (*14 vs *13)
TOTAL WATER CONSUMPTION	M3		701,660	717,969	909,949	26.7%
TOTAL WATER DISCHARGED	M3		209,486	230,958	258,660	12.0%
TOTAL ELECTRICITY CONSUMPTION	kWH		68,402,388	68,995,265	74,288,610	7.7%
	GJ		246,249	248,383	267,439	7.7%
TOTAL HAZARDOUS WASTE PRODUCED	KG		20,730	23,355	11,888	-49.1%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T		4,351.5	5,179.1	1,647.7	-68.2%
TOTAL CONSUMPTION	L		451,429	472,521	491,514	4.0%

#### PER-PASSENGER BASIS

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE (*14 vs *13)
WATER CONSUMPTION PER PASSENGER	l/pax		36.1	33.8	39.0	15.4%
WATER DISCHARGED PER PASSENGER	l/pax		10.8	10.9	11.1	2.0%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax		3.5	3.2	3.2	-2.0%
	MJ/pax		12.7	11.7	11.5	-2.0%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax		1.1	1.1	0.5	-53.7%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax		0.22	0.24	0.07	-71.0%
FUEL CONSUMPTION PER PASSENGER	ml/pax		23.2	22.2	21.1	-5.3%

For a full breakdown of these performance indicators for each of the nine airports operated by ASUR, please refer to Appendix B.

The parameters measured are described in more detail below:

**1. WATER CONSUMPTION:** This parameter refers to the total amount of water consumed by the airports during the year, whether taken from the municipal water supply or extracted from underground aquifers. Water recycled from treatment plants is not included in this figure. Data are provided on total consumption (stated in cubic metres), as well as consumption on a per-passenger basis (litres per passenger) to provide a more comparable parameter from one airport to another and from one year to another.

**2. WATER DISCHARGED:** This parameter refers to the total amount of waste water discharged by the airports during the year, in accordance with the permits obtained from the local authorities, following the required treatment processes. Data are provided on total discharge (stated in cubic metres), as well as discharge on a per-passenger basis (litres per passenger) to provide a more comparable parameter from one airport to another and from one year to another.

**3. ELECTRICITY CONSUMPTION:** This parameter refers to the total amount of electricity consumed by the airports from the national grid during the year. Data are provided on total consumption (stated in kilowatt hours and the equivalent in gigajoules), as well as consumption on a per-passenger basis (kilowatt hours and megajoules per passenger) to provide a more comparable parameter from one airport to another and from one year to another. These figures state only the intermediate energy produced by Mexico's Federal Electricity Commission and purchased by ASUR. At this time, data are not available that allow a calculation of the amount of direct energy consumed in order to produce the electricity.

**4. HAZARDOUS WASTE PRODUCED:** This parameter refers to the total amount of waste classified as hazardous under Mexican law, which is produced by the airports and appropriately disposed of during the year. Data are provided on total production (stated in kilograms), as well as production on a per-passenger basis (milligrams per passenger) to provide a more comparable parameter from one airport to another and from one year to another.

**5. NON-HAZARDOUS WASTE PRODUCED:** This parameter refers to the total amount of waste classified as non-hazardous under Mexican law, which is produced by the airports and disposed of in municipal landfills during the year. Recycled waste is not included in this figure. Data are provided on total production (stated in tonnes), as well as production on a per-passenger basis (kilograms per passenger) to provide a more comparable parameter from one airport to another and from one year to another.

**6. FUEL CONSUMPTION:** This parameter refers to the total amount of petrol (gasoline) and diesel consumed by the airports during the year, for example in utility vehicles and shuttle buses to transport passengers for boarding. Data are provided on total consumption (stated in litres), as well as consumption on a per-passenger basis (millilitres per passenger) to provide a more comparable parameter from one airport to another and from one year to another.

#### 5.4 ENVIRONMENTAL CERTIFICATION

As of the 31st of December 2014, the environmental management systems in place in all of ASUR's airports have valid ISO 14001 certification. The airports at Cancún, Huatulco and Oaxaca were recertified for the period 2012-2015, and those at Cozumel, Mérida, Minatitlán, Tapachula, Veracruz and Villahermosa were recertified for the period 2013-2016.

Mexico's Environmental Protection Agency (PROFEPA) also performs audits once every two years to ensure that ASUR's airports are in full compliance with the country's environmental legislation. Following the inspection procedure, provided that no violations of environmental legislation are identified, the individual airports are issued certificates confirming their compliance with the law. All nine of ASUR's airports currently have valid environmental compliance certification: the airports at Cozumel, Huatulco, Oaxaca, Tapachula and Villahermosa were recertified during 2014, and those at Cancún, Mérida, Minatitlán and Veracruz are due to be audited during 2015.

To date, no administrative or judicial sanctions, including fines or non-monetary penalties, have been imposed on the company for failure to comply with national, international or local environmental laws or regulations.



SECTION 6.0  
**QUALITY OF LIFE  
FOR EMPLOYEES**

## 6.0 QUALITY OF LIFE FOR EMPLOYEES

As a fundamental part of ASUR's duty of care toward its employees, we aim to provide decent working conditions in all the subsidiaries that form part of the Group. The company's main goal in relation to human resources is to ensure that our airports constitute a reliable source of safe employment for local populations. Between 2013 and 2014, the number of full-time employees in our organisation fell by 5.0%, while our agency-hired employees increased by 3.3%. During the period, we have maintained both a low level of staff turnover and an excellent occupational health and safety record. Further information on these aspects is available in sections 6.1 and 6.2 of this report.

Positive relations between the company's employees and management are also a priority for ASUR. 37% of the company's employees are unionised, and the company enjoys a good working relationship with the union. The company has a written "open-doors" communication policy, according to which all staff members are free to approach any member of management with consultations or complaints at any time. Employees are also given the option of submitting any grievances they have via the company's internal reporting system; these reports are investigated confidentially by the Internal Auditing Department to identify any instances of inappropriate behaviour on the part of those involved and to reach amicable solutions whenever possible.

The company has a permanent training programme for employees in all ten locations where we have operations (the head offices in Mexico City and the nine airports). During 2014, training was provided to staff members in a wide range of areas, covering topics such as technical systems training, aviation security, fire safety and first aid. A total of 169,298 hours of training was provided for the company's 934 employees during the year.<sup>1</sup>

In addition to the professional development of staff members, the company plans a series of activities, to provide an opportunity for employees to socialise and to support local cultural traditions. Among the events organised in 2014 were sporting events, as well as celebrations of Children's Day, Mothers' Day, Father's Day, Christmas and the traditional Mexican festivities of the Epiphany (Día de Reyes) and the Day of the Dead (Día de Muertos).

The company has a series of written policies covering different aspects that relate to its human resources, such as recruitment practices, holiday entitlements, work-life balance and occupational health and safety. Additionally, company policy mandates the protection of employees' human rights, such as the right to equal opportunity and non-discrimination, the right to personal and physical integrity and the right to exercise fundamental liberties, including freedom of association. Regular internal campaigns are carried out to ensure that all company employees are aware of these policies, as well as the provisions of ASUR's Code of Ethics, which include information on the internal reporting system for grievances.

<sup>1</sup> Calculated on the basis of the total duration of training courses, multiplied by the number of trainees.



On a day-to-day basis, labour issues within the organisation are the responsibility of the company's Human Resources Manager, who is based at the company's headquarters in Mexico City and oversees the human resources team in each of the airports. Certain labour relations issues, such as the renegotiation of the collective bargaining agreement with the union, are handled directly by the Chief Executive Officer.

## 6.1 DESCRIPTION OF WORKFORCE

As of the 31st of December 2014, the majority of ASUR's workforce was employed on a permanent, full-time basis; of a total workforce of 1,114 people, 934 (84%) had indefinite, written labour contracts for full-time employment. Among full-time employees, a staff rotation rate of 7.0% was achieved during the year; this is calculated on the basis of the number of people who left the company for whatever reason, including retirements, resignations and dismissals, as a percentage of total employees. The following table shows a breakdown of the 934 permanent employees of the company according to the location where they work:

**F12 : Breakdown of ASUR Workforce (Permanent Employees) on Geographic Basis**

CITY	STATE	N° OF EMPLOYEES	UNIONISED	%	NON-UNIONISED	%
CANCÚN	QUINTANA ROO	443	127	29%	316	71%
MÉRIDA	YACATÁN	96	45	47%	51	53%
COZUMEL	QUINTANA ROO	61	35	57%	26	43%
VERACRUZ	VERACRUZ	60	27	45%	33	55%
VILLAHERMOSA	TABASCO	58	29	50%	29	50%
TAPACHULA	CHIAPAS	48	24	50%	24	50%
CIUDAD DE MÉXICO	D.F.	49	0	0%	49	100%
OAXACA	OAXACA	44	22	50%	22	50%
HUATULCO	OAXACA	40	20	50%	20	50%
MINATITLÁN	VERACRUZ	35	16	46%	19	54%
<b>TOTAL</b>		<b>934</b>	<b>345</b>	<b>37%</b>	<b>589</b>	<b>63%</b>

The remaining 180 workers (16% of total workforce) were employed on a temporary basis via an employment agency, to cover non-permanent absences such as maternity leave or for interim positions. These temporary workers are distributed among the airports on an ad hoc basis, as needed. As of the 31st of December 2014, the geographic distribution of ASUR's 180 temporary workers was as follows: 143 at Cancún Airport; 9 at Veracruz Airport; 8 at Mérida Airport; 7 at Villahermosa Airport; 6 at Cozumel Airport; 3 at Huatulco Airport; 2 at Oaxaca Airport; and 2 at Tapachula Airport.

ASUR's unionised workers all belong to the National Airport Industry Workers Union (Sindicato Nacional de Trabajadores de la Industria Aeroportuaria y de Servicios Similares y Conexos de la República Mexicana). Once every two years, the company management and the union undertake a collective bargaining procedure to determine employment conditions for unionised employees and the benefits that they are entitled to. The agreements reached in this negotiation are formalised in a written collective labour agreement that is signed by the representatives of the company and the union. The renegotiation process was undertaken during 2014, and the current collective bargaining agreement will be valid until 2016.

Among the benefits negotiated with the union for the 2014-2016 period are: higher rates of pay for special shifts or activities that imply a higher level of risk; life and disability insurance; Christmas bonuses and holiday entitlements; support for childcare; support in the event of a death in the family; and scholarships to enable employees and their children to complete their basic education, as well as an allowance for their books, stationery, and other school equipment.

The company's non-unionised workers are also offered a series of employment benefits, such as health and life insurance, holiday entitlements, Christmas bonuses, matching-funds savings accounts and, in some cases, performance bonuses, that are in excess of the minimum benefits required under Mexican labour legislation.

In addition to the permanent employees and the agency-hired personnel mentioned above, there are significant numbers of workers based at each of the company's airports who are not directly employed by the company. They may be broken down into a number of different categories, including: government employees, such as those working for the air-traffic-control, immigration and customs services; the employees of ASUR's commercial concession holders, such as food and beverage or retail outlets and car rental offices; the employees of other businesses with a permanent base at the airport, such as ramp service providers and the airlines; and the employees of those companies subcontracted by ASUR to provide specific services in the airports. In the latter case, the most significant services subcontracted by ASUR in all nine of its airports are cleaning services for terminal buildings, administrative offices, and so on; and security services, including general surveillance staff and the personnel manning security filters and passenger inspection points.

At this time, data are not available in relation to employment types, contract types or collective bargaining agreements for the aforementioned workers.



## 6.2 SAFETY IN THE WORKPLACE

The right to physical integrity, and therefore a safe workplace that does not expose employees to unnecessary risks, is included in the company's written policies. During 2014, the 934 permanent employees of ASUR worked a total of 2,680,984 hours, equivalent to 335,123 days (eight-hour shifts). In the period in question, there were in total fifteen cases of accidents in the workplace, affecting 1.7% of staff members, with no cases of occupational disease and no fatalities. During the year, the total number of lost days resulting from these accidents was 222, equivalent to 0.07% of total days worked.

In accordance with the system used by the Mexican Social Security Institute, accidents in the workplace are defined as incidents leading to an injury that requires the staff member in question to miss one or more days of work. The total number of lost days includes all calendar days between the initial accident and the date on which the employee returns to work, even when these days are not working days. The date on which the accident occurs is counted as day one for this purpose. Minor accidents requiring first-aid treatment only are not included in the number of accidents in the workplace.

In the same period, the absentee rate (defined as the total number of days that employees were absent from work due to general, non-work-related illness or when no justification was presented for the absence) corresponded to a total of 759 days, or 0.23% of total days worked.

These data refer exclusively to the 934 direct, full-time employees of ASUR as of the 31st of December 2014. At this time, there are no systems in place that require subcontractors, service providers or other parties with employees working at the airport to provide ASUR with accident, injury and absenteeism data.

SECTION 7.0

# COMMUNITY INVOLVEMENT AND SUPPORT

## 7.0 COMMUNITY INVOLVEMENT AND SUPPORT

The contribution that ASUR makes towards creating decent living standards for its employees and their families is undoubtedly one of the most important ways in which the company provides support for local communities. The basis for this is the financial success of our business, and we are therefore constantly seeking ways in which we can increase value for both our shareholders and other stakeholders.

We are aware that the airports we operate play a significant role in facilitating business for other companies and individuals in the regions where they are located; our airports form a key part of local transport networks, and are therefore important for the promotion of regional economic development.

As a matter of policy, ASUR undertakes a series of activities intended to raise the profile of the destinations where we operate. We have a dedicated Route Development team, whose job it is to promote our destinations with the world's airlines. The goal of this is to bring in more flights to our destinations, and more visitors mean increased revenues for local businesses as well as our airports. We also participate in networking conventions and congresses around the world relating to the airport and tourism industries, often in coordination with the Mexican federal and state tourism authorities and local business groups.

In addition to any direct or indirect economic impacts created by our operations, however, we recognise that the success of our business also depends on establishing good relations with our local communities, and on ensuring that our operations are of mutual benefit to both the company and all its stakeholders. To this end, each of our airports provides support at the local level for a wide range of community projects. Our corporate policies also include stated commitments to run our business ethically and to avoid practices that promote corruption or are harmful to fair trade. Sections 7.2 and 7.3 of this report contain more detailed information on ASUR's community involvement and anticorruption measures.

## 7.1 DIRECT ECONOMIC BENEFITS

The table below provides a breakdown of the economic value generated, distributed and retained by ASUR in 2014.

**F13:** Economic Value Generated, Distributed and Retained

### ECONOMIC VALUE GENERATED

TOTAL ECONOMIC VALUE GENERATED	5,879.2
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### ECONOMIC VALUE DISTRIBUTED

OPERATING COSTS	2,302.1
EMPLOYEE WAGES & BENEFITS	414.3
PAYMENTS TO PROVIDERS OF CAPITAL	76.1
PAYMENTS TO GOVERNMENTS	1,372.8
COMMUNITY INVESTMENTS	1.8
TOTAL ECONOMIC VALUE DISTRIBUTED	4,167.1

### ECONOMIC VALUE RETAINED

TOTAL ECONOMIC VALUE RETAINED	1,712.0
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(FIGURES STATED IN MILLIONS OF MEXICAN PESOS)



As per the methodology established in the Global Reporting Initiative's sustainability reporting guidelines, the figures in this table are based on ASUR's audited financial statements for the year 2014, which are prepared in accordance with Mexican financial reporting standards. The item "Total economic value generated" corresponds to the company's revenues. Under "Economic value distributed", the item of "Payments to providers of capital" includes interests on loans and dividends paid to shareholders. "Payments to governments" correspond to taxes, and the figure for community investments includes all cash donations, as well as the estimated values of donations in kind and man hours used for volunteer projects.

During the year 2014, ASUR did not receive any financial assistance from the Mexican government.

## 7.2 COMMUNITY INVOLVEMENT

The nine airports of ASUR are involved in various community projects at the local level. These projects are selected and administered by each airport individually, to respond to local needs and to promote a sense of ownership and greater commitment. Support is provided monetarily and in the form of donations of goods and services, as well as volunteering. The total value of cash donations, donations in kind and man hours in 2014 is estimated at approximately \$2.6 million pesos. During the period, the projects supported fell under four main categories: public health services, care for people with disabilities, education and culture, and the environment.

The organisations that received support from ASUR in the healthcare sector included the Mexican Red Cross. For the sixth year running, a fundraising marathon was organised at Cancún Airport, and the proceeds were donated to a local charity that raises awareness and provides support for sufferers of breast cancer. A breast-cancer-awareness campaign was implemented at Mérida Airport, and support was also provided for a sporting event in Huatulco organised by a youth centre that aims to promote a healthy lifestyle and to combat drug addictions.

In the field of assistance for people with disabilities, programmes remain in place at Cancún and Veracruz Airports whereby lost objects or articles confiscated at the airport's security filters (i.e., items that are prohibited in hand luggage) are donated to organisations that provide support for people with disabilities, provided the items remain unclaimed by their owners for a certain period.

In relation to education, Huatulco Airport was very active in this field during 2014. The airport made a donation to a local rural school of equipment that was being replaced due to a remodelling project, and carried out outreach projects with several local institutions. The various airports in the group continued to organise guided tours of their facilities for local educational establishments. In the field of culture, Mérida Airport made a donation to the Yucatán Symphonic Orchestra and continued to organise art exhibitions in its terminal building.

Finally, the airports at Cozumel and Huatulco also participated in different ways to support environmental initiatives in their local communities. Among the projects were donations and volunteering for local beach-cleaning initiatives; a donation for a programme organised by Cozumel's municipal council for the protection of starfish habitats; the provision of volunteers for a clean-up drive in a public park in Huatulco; and consulting in sustainability issues for a local training centre in Huatulco.

### 7.3 ANTICORRUPTION MEASURES

ASUR has a written Code of Ethics that sets forth the ethical standards the company expects its employees, executives and corporate governance officials to adhere to. This Code of Ethics is provided to each new employee as part of the company's induction procedures. On an annual basis, awareness campaigns are carried out for all employees and the members of the company's Board of Directors and corporate governance committees are required to certify that they have not incurred any violations of the Code.

The company also has an internal reporting system through which reports or complaints may be submitted directly to the Internal Auditing Department for investigation, by email or voicemail. Employees are encouraged to use this system to report instances of corruption or abuse, and they may choose to submit reports anonymously or not. In the event that they do confirm their identity, it is guaranteed that they will not be penalised in any way, even if the reports submitted prove to be baseless.

The Internal Auditing Department reports directly to the Audit Committee, which is composed entirely of independent members (that is, people who are not shareholders or executive officers in the company, or their related parties). As well as investigating all reports received via the company's internal system, the Internal Auditing Department establishes a quarterly programme of audits to be carried out in different business units. The Audit Committee approves the work programme of the Internal Auditing Department and is informed of the results of the audits performed.

During 2014, 100% of the company's employees were provided with training relating to the Code of Ethics. ASUR's Internal Auditing Department carried out audits in all nine airports in the Group, as well as several of the commercial concession holders operating at the airports. These audits resulted in a total of 11 relevant observations. A total of 34 reports were submitted via the internal reporting system during the year, of which 11 were considered to be of critical importance, 7 were of medium importance and 16 were of minor importance.

Of the critical matters that came to the attention of the Internal Auditing Department during the year, most were related to internal procedural concerns and no disciplinary action was taken. In those cases where the investigations carried out by the Internal Auditors detected unethical behaviour by company employees, disciplinary or dismissal proceedings were initiated.

SECTION 8.0

# COMMITMENT TO HUMAN RIGHTS

## 8.0 COMMITMENT TO HUMAN RIGHTS

The goal of ASUR's management in relation to human rights is to ensure that the company and its employees do not incur any human rights violations, and that in those cases where possible abuses are detected, the corresponding steps should be taken to resolve them quickly, efficiently and transparently.

The Internal Auditing Department is entrusted with investigating any potential human rights abuses. The head of this Department reports directly to the Audit Committee, which is ultimately responsible for enforcement of the company's policies on human rights. Internal campaigns are carried out on at least an annual basis, in which employees are encouraged to use the company's reporting system to notify the Internal Auditing Department of any rights abuses.

ASUR has a written policy in which the company formally sets forth its commitment to upholding and promoting human rights. This policy expressly states that the company will guarantee its employees the right to personal integrity, which means that workers may not be subjected to corporal punishment or verbal abuse of any nature, and that sexual harassment of any kind is strictly forbidden.



The policy also represents a statement of the company's position on gender equality and non-discrimination: it contains a clause that guarantees equal opportunity for all in hirings, promotions, salary levels, training and day-to-day treatment, regardless of ethnicity, nationality, gender, marital status, physical ability, religion, sexual orientation, social circumstances or political affiliation. There were no complaints filed during 2014 in relation to human-rights abuses.

The company has assumed the obligation to protect its employees' right to freedom of association. As mentioned in section 6.1 of this report, the company management and the airport workers' union adhere to a regular collective bargaining procedure to establish employment conditions and benefits for unionised employees. During 2014, no threats were identified to the freedom of association or collective bargaining rights of the company's employees.

According to the company's policy on human rights, ASUR does not use or benefit from forced labour or child labour of any kind. All working agreements are governed by consensual, written employment contracts, and the company's policy is not to employ anyone who is under 15 years of age. Currently, no one under the age of 18 is employed by ASUR and no situations involving forced labour have been identified.

Finally, the company has the obligation to avoid any situations in which it might be complicit in human rights abuses; in practical terms this means that no investments should be made in, or products and services procured from, other companies that incur human-rights violations. During the period, no instances of human rights violations have been identified in the company's supply chain.

During 2014, a consultation was received from a stakeholder concerning the company's policy and procedure regarding the trafficking of minors. While this particular issue falls under the direct responsibility of the governmental authorities that operate in our airports, specifically the immigration authorities, ASUR is currently assessing the implementation of an internal campaign to raise awareness of this issue among the members of its airport communities.

SECTION 9.0

# EXTERNAL PROGRAMMES

## 9.0

# EXTERNAL PROGRAMMES

### 9.1 SUSTAINABILITY INDICES

In 2011, ASUR was selected as one of the first group of companies to be part of the Mexico Stock Exchange Sustainability Index. To be considered for inclusion in the index, companies' practices and procedures in the areas of environment, governance and stakeholder issues are subject to a rigorous evaluation process, with the intention that the index can be used as a responsible-investment guide for ethical investors. As of the 31st of December 2014, ASUR continues to form part of the Mexico Stock Exchange Sustainability Index. In 2014, ASUR was also included for the first time in the New York Stock Exchange's Dow Jones Sustainability Index.

### 9.2 UNITED NATIONS GLOBAL COMPACT

The Global Compact is a voluntary initiative established by the United Nations to promote the values of social responsibility and respect for human rights in businesses around the world. ASUR became a signatory of the United Nations Global Compact (UNGC) in 2005, and the Chairman of ASUR's Board of Directors, Fernando Chico Pardo, held a position on the UNGC's Board of Directors between 2009 and 2012.

**F14:** United Nations Global Compact Principles

**PRINCIPLE**

**PRINCIPLE 1.0**

Businesses should support and respect the protection of internationally proclaimed human rights

*Refer to section 8.0*

**PRINCIPLE 2.0**

Businesses should make sure that they are not complicit in human rights abuses

*Refer to section 8.0*

**PRINCIPLE 3.0**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

*Refer to section 6.1*

**PRINCIPLE 4.0**

Businesses should uphold the elimination of all forms of forced and compulsory labour

*Refer to section 8*

**PRINCIPLE 5.0**

Businesses should uphold the effective abolition of child labour

*Refer to section 8.0*

**PRINCIPLE 6.0**

Businesses should uphold the elimination of discrimination in respect of employment and occupation

*Refer to section 8.0*

**PRINCIPLE 7.0**

Businesses should support a precautionary approach to environmental challenges

*Refer to section 5.0*

**PRINCIPLE 8.0**

Businesses should undertake initiatives to promote greater environmental responsibility

*Refer to section 5.0*

**PRINCIPIO 9.0**

Businesses should encourage the development and diffusion of environmentally friendly technologies

*Refer to section 5.0*

**PRINCIPIO 10.0**

Businesses should work against corruption in all its forms, including extortion and bribery

*Refer to section 7.3*

ASUR currently has a representative on the Steering Committee of the local network of the UNGC in Mexico. The company provides funding for the activities of the UNGC at both the national and international levels.

The UNGC asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption; these core values are the Ten Principles. Below is a table that states what the Ten Principles are and where they are addressed in the text of this report.

SECTION 10.0

# GRI STANDARD AND PERFORMANCE INDICATORS

## 10.0 GRI STANDARD AND PERFORMANCE INDICATORS

This report has been prepared in accordance with the G4 sustainability reporting guidelines and the Airport Operator Sector Supplement (AOSS) published by the Global Reporting Initiative (GRI). The Global Reporting Initiative is a network-based organisation that promotes the use of a standardised framework for sustainability reporting.

In 2009 and 2010, ASUR participated in the GRI multidisciplinary working group that brought together representatives of airports from around the world and their stakeholders, and which produced the aforementioned sector supplement for the airport industry, published in 2011.

Below is an index of the GRI Standard Disclosures and Performance Indicators that are addressed in this report, and where the relevant information can be found in this document.

## F15: Index of GRI Standard Disclosures and Performance Indicators

GRI REPORTING  
PARAMETER

## STANDARD DISCLOSURES

## DESCRIPTION

G4-1

Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy

Refer to section 1.0

## DESCRIPTION

G4-3

Name of the organisation

Refer to section 2.0

## DESCRIPTION

G4-4

Primary brands, products, and/or services

Refer to section 2.1

## DESCRIPTION

G4-5

Location of organisation's headquarters

Refer to section 2.0

## DESCRIPTION

G4-6

Number and names of countries where the organisation operates

Refer to section 2.0

## DESCRIPTION

G4-7

Nature of ownership and legal form

Refer to section 2.3

## DESCRIPTION

G4-8

Markets served

Refer to section 2.5

## DESCRIPTION

G4-9

Scale of the reporting organisation

Refer to section 2.4

## DESCRIPTION

G4-10

Total workforce by employment type, employment contract, and region

Refer to section 6.1

## DESCRIPTION

G4-11

Percentage of employees covered by collection bargaining agreements

Refer to section 6.1

## DESCRIPTION

G4-12

Description of the organisation's supply chain

Refer to section 2.8

## DESCRIPTION

G4-13

Significant changes during the reporting period regarding size, structure, or ownership

Refer to section 2.6

## DESCRIPTION

G4-14

Precautionary principle

Refer to section 3.1

## DESCRIPTION

G4-15

Externally developed initiatives to which the organisation subscribes or which it endorses

Refer to section 10.0

## DESCRIPTION

G4-16

Memberships of associations in which the organisation holds a position on the governance body

Refer to section 9.0

## DESCRIPTION

G4-17

List of entities included in the organisation's financial statements or equivalent documents

Refer to section 2.4

## DESCRIPTION

G4-18

Process for defining report content and aspect boundaries, and how the organisation has implemented the Reporting Principles for Defining Report Content

Refer to section 3.1

## DESCRIPTION

G4-19

List of all material aspects identified in the process for defining report content

Refer to section 3.1

## DESCRIPTION

G4-20

For each material aspect, aspect boundary within the organisation

Refer to section 3.1

	DESCRIPTION		DESCRIPTION
<b>G4-21</b>	For each material aspect, aspect boundary outside the organisation <i>Refer to section 3.1</i>	<b>G4-30</b>	Reporting cycle <i>Refer to section 3.0</i>
<b>G4-22</b>	Effects of any restatements of information provided in previous reports, and the reasons for such restatements <i>Refer to section 3.2</i>	<b>G4-31</b>	Contact point for questions regarding the report or its contents <i>Refer to section 3.0</i>
<b>G4-23</b>	Significant changes from previous reporting periods in the scope and aspect boundaries <i>Refer to section 3.2</i>	<b>G4-32</b>	Table identifying the location of the Standard Disclosures in the report <i>Refer to section 10.0</i>
<b>G4-24</b>	List of stakeholder groups engaged by the organisation <i>Refer to section 3.1</i>	<b>G4-33</b>	Policy and current practice with regard to seeking external assurance for the report <i>Refer to section 3.2</i>
<b>G4-25</b>	Basis for identification and selection of stakeholders with whom to engage <i>Refer to section 3.1</i>	<b>G4-34</b>	Governance structure of the organisation <i>Refer to section 4.0</i>
<b>G4-26</b>	Organisation's approach to stakeholder engagement <i>Refer to section 3.1</i>	<b>G4-56</b>	Description of the organisation's values, principles, standards and norms of behaviour, such as codes of conduct and codes of ethics <i>Refer to section 4.4</i>
<b>G4-27</b>	Key topics and concerns that have been raised through stakeholder engagement <i>Refer to section 3.1</i>		
<b>G4-28</b>	Reporting period <i>Refer to section 3.0</i>		
<b>G4-29</b>	Date of most recent previous report <i>Refer to section 3.0</i>		

#### DISCLOSURES ON MANAGEMENT APPROACH

##### **DESCRIPTION**

**DMA** Disclosure on Management Approach; Environment

*Refer to section 5.1*

##### **DESCRIPTION**

**DMA** Disclosure on Management Approach; Labour

*Refer to section 6.0*

##### **DESCRIPTION**

**DMA** Disclosure on Management Approach; Economic

*Refer to section 7.0*

##### **DESCRIPTION**

**DMA** Disclosure on Management Approach; Society

*Refer to section 7.0*

##### **DESCRIPTION**

**DMA** Disclosure on Management Approach; Human Rights

*Refer to section 8.0*

#### PERFORMANCE INDICATORS

##### **DESCRIPTION**

**G4-EN1** Materials used by weight or volume **G**

*Refer to section 5.2.5*

##### **DESCRIPTION**

**G4-EN2** Percentage of materials used that are recycled input materials

*Refer to section 6.0*

##### **DESCRIPTION**

**G4-EN3** Energy consumption within the organisation

*Refer to section 5.2.2*

*Refer to section 5.2.5*

##### **DESCRIPTION**

**G4-EN6** Reduction of energy consumption

*Refer to section 5.2.2*

*Refer to section 5.2.5*

##### **DESCRIPTION**

**G4-EN8** Total water withdrawal by source

*Refer to section 5.2.3*

##### **DESCRIPTION**

**G4-EN15** Direct greenhouse-gas emissions (Scope 1)

*Refer to section 5.1*

##### **DESCRIPTION**

**G4-EN16** Energy indirect greenhouse-gas emissions (Scope 2)

*Refer to section 5.1*

##### **DESCRIPTION**

**G4-EN23** Total weight of waste by type and disposal method

*Refer to section 5.2.5*

##### **DESCRIPTION**

**G4-EN27** Extent of mitigation of environmental impacts of products and services

*Refer to section 2.6*

*Refer to section 5.2.1*

<b>G4-EN29</b>	<p><b>DESCRIPTION</b></p> <p>Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations</p> <p><i>Refer to section 5.4</i></p>
<b>G4-LA6</b>	<p><b>DESCRIPTION</b></p> <p>Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region</p> <p><i>Refer to section 6.2</i></p>
<b>G4-EC1</b>	<p><b>DESCRIPTION</b></p> <p>Direct economic value generated and distributed</p> <p><i>Refer to section 7.1</i></p>
<b>G4-EC4</b>	<p><b>DESCRIPTION</b></p> <p>Significant financial assistance received from government</p> <p><i>Refer to section 7.1</i></p>
<b>G4-SO3</b>	<p><b>DESCRIPTION</b></p> <p>Total number and percentage of operations assessed for risks related to corruption and the significant risks identified</p> <p><i>Refer to section 7.3</i></p>
<b>G4-SO4</b>	<p><b>DESCRIPTION</b></p> <p>Communication and training on anti-corruption policies and procedures</p> <p><i>Refer to section 7.3</i></p>
<b>G4-SO5</b>	<p><b>DESCRIPTION</b></p> <p>Confirmed incidents of corruption and actions taken</p> <p><i>Refer to section 7.3</i></p>
<b>G4-HR3</b>	<p><b>DESCRIPTION</b></p> <p>Total number of incidents of discrimination and actions taken</p> <p><i>Refer to section 8.0</i></p>

<b>G4-HR4</b>	<p><b>DESCRIPTION</b></p> <p>Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights</p> <p><i>Refer to section 8.0</i></p>
<b>G4-HR5</b>	<p><b>DESCRIPTION</b></p> <p>Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour</p> <p><i>Refer to section 8.0</i></p>
<b>G4-HR6</b>	<p><b>DESCRIPTION</b></p> <p>Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour</p> <p><i>Refer to section 8.0</i></p>
<b>AO1</b>	<p><b>DESCRIPTION</b></p> <p>Total number of passengers annually, broken down by passengers on international and domestic flights and broken down by origin-and-destination passengers and transfer, including transit, passengers</p> <p><i>Refer to section 2.5</i></p>
<b>AO2</b>	<p><b>DESCRIPTION</b></p> <p>Annual total number of aircraft movements by day and by night, broken down by commercial passenger, commercial cargo, general aviation and state aviation flights</p> <p><i>Refer to section 2.5</i></p>
<b>AO4</b>	<p><b>DESCRIPTION</b></p> <p>Quality of storm water by applicable regulatory standards</p> <p><i>Refer to section 5.2.3</i></p>
<b>AO6</b>	<p><b>DESCRIPTION</b></p> <p>Aircraft and pavement de-icing / anti-icing fluid used and treated by m3 and/or tonnes</p> <p><i>Refer to section 5.2.3</i></p>
<b>AO9</b>	<p><b>DESCRIPTION</b></p> <p>Total annual number of wildlife strikes per 10,000 aircraft movements</p> <p><i>Refer to section 5.2.6</i></p>

# APPENDIX A

## ASUR ENVIRONMENTAL OBJECTIVES AND PERFORMANCE, 2014

AIRPORT	OBJECTIVE	ACTIVITIES	MEASUREMENT PARAMETER	PROGRESS/RESULT
CANCÚN	Reduce amount of non-hazardous waste disposed of in landfill by 20%	Reuse or recycling of materials, including plastics, paper, glass, aluminium, etc.	Percent reduction	72%
COZUMEL	Reduce consumption of electricity	Replace incandescent bulbs with energy-saving bulbs (LEDs) in administrative offices	Percentage of bulbs replaced	100%
COZUMEL	Contribute to reforestation projects	Grow 100 trees of different species to be donated to reforestation projects on Cozumel Island	Number of trees donated	100
COZUMEL	Improve procedures for handling of non-hazardous waste	Acquisition, installation and correct use of 3 new containers for non-hazardous waste	Number of containers installed	3
HUATULCO	Reduce amount of paper / cardboard disposed of in landfill	Separation of paper / cardboard waste; recycling of 70%	Percentage of total waste recycled	70%
HUATULCO	Reduce amount of PET plastic disposed of in landfill	Separation of PET waste; recycling of 70%	Percentage of total waste recycled	70%
HUATULCO	Reduce amount of hazardous waste generated	Recycling of 85% of ink and toner cartridges used in administrative offices	Percentage of toner cartridges recycled	85%
HUATULCO	Reduce amount of organic waste disposed of	Separation of organic waste; creation of compost as resource for airport green areas; compost turning	Number of times compost turned	100%
HUATULCO	Improve quality of storm water that runs off airport	Construction of retaining sill around vehicle maintenance apron	Percent progress	100%
HUATULCO	Reduce consumption of electricity	Installation of Solatube skylights for natural daylighting in administrative offices	Percent progress	100%
MÉRIDA	Maintain total consumption of electricity within range of $\pm 25\%$ compared to 2013	Implementation of various control measures in different areas of the airport	Change in consumption compared to 2013	-4.2%
MÉRIDA	Maintain or reduce by 5% CO <sub>2</sub> emissions per passenger	Implementation of various control measures in different areas of the airport	Change in per-passenger electricity consumption	-12.2%
MÉRIDA	Maintain water consumption within range of $\pm 30\%$ compared to 2013	Implementation of various control measures in different areas of the airport	Change in consumption compared to 2013	16.8%
MÉRIDA	Reduce consumption of fuel	Replacement programme for airport vehicles	Change in consumption compared to 2013	12.7%

AIRPORT	OBJECTIVE	ACTIVITIES	MEASUREMENT PARAMETER	PROGRESS/RESULT
MINATITLÁN	Reduce total water consumption by 1% compared to 2013	Implementation of various control measures in different areas of the airport	Change in consumption compared to 2013	-29.3%
MINATITLÁN	Reduce total electricity consumption by 4% compared to 2013	Implementation of various control measures in different areas of the airport	Change in consumption compared to 2013	-9.9%
MINATITLÁN	Reduce amount of non-hazardous waste disposed of in landfill	Recycling of 2.8 tonnes of non-hazardous waste generated at the airport	Compliance with target amount	100%
MINATITLÁN	Prevent soil pollution resulting from spills of toxic substances	Training for apron workers in procedures and practices to avoid / mitigate soil pollution due to spills of fuels, oils, hydraulic liquids, hypochlorites, etc.	Percentage of apron workers receiving training	100%
MINATITLÁN	Prevent soil pollution resulting from battery waste	Training for workers from all the airport community in practices to prevent soil pollution for batteries	Percentage of workers receiving training	100%
OAXACA	Improvement of quality of waste water for use in watering green areas	Replacement of filter systems	Percent progress	100%
OAXACA	Reduce consumption of electricity	Establish and implement monitoring and control system for lighting and air conditioning equipment	Percent progress	100%
OAXACA	Contribute to reforestation projects	Plant 200 local trees in areas close to airport	Number of trees planted	200
OAXACA	Optimise handling of non-hazardous waste	Construction of trash compactor	Percent progress	100%
OAXACA	Reduce / limit vehicle emissions	Ensure that vehicles used by airport community comply with emissions-testing requirements; require test certificate to allow free access to airport car park	Percentage of vehicles tested	100%
TAPACHULA	Improve water quality	Installation of filters to improve water quality	Percent progress	100%
TAPACHULA	Reduce electricity consumption by 2% compared to 2013	Implementation of various control measures in different areas of the airport	Change in consumption compared to 2013	0.9%
VERACRUZ	Reduce amount of non-hazardous waste generated	Reuse or recycling of 15% of total non-organic waste generated during the year	Percent recycled	15%
VERACRUZ	Reduce consumption of electricity	Installation of 15 sensors to shut off lights automatically in different areas of the airport	Number of sensors installed	15
VERACRUZ	Reduce hazardous waste generated	Installation of 15 flushometers that are mains-operated instead of battery-operated	Number of flushometers installed	15
VERACRUZ	Reduce hazardous waste generated	Installation of 3 dedicated containers for waste batteries	Number of containers installed	3
VILLAHERMOSA	Reduce hazardous waste generated	Launch of collection drive for waste batteries, to be disposed of appropriately	Percent progress	100%
VILLAHERMOSA	Reduce consumption of electricity	Replacement of 200 incandescent bulbs with energy-saving bulbs (LEDs) in different areas of the airport	Number of bulbs replaced	200

# APPENDIX B

## ASUR ALL AIRPORTS

### TOTAL FIGURES

PARAMETER	UNIT	MMT	2012	2013	2014	% CHANGE (14 vs 13)
TOTAL WATER CONSUMPTION	M3		701,660	717,969	909,949	26.7%
TOTAL WATER DISCHARGED	M3		209,486	230,958	258,660	12.0%
TOTAL ELECTRICITY CONSUMPTION	kWh		68,402,388	68,995,265	74,288,610	7.7%
	GJ		246,249	248,383	267,439	7.7%
TOTAL HAZARDOUS WASTE PRODUCED	KG		20,730	23,355	11,888	-49.1%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T		4,351.5	5,179.1	1,647.7	-68.2%
TOTAL CONSUMPTION	L		451,429	472,521	491,514	4.0%

### PER-PASSENGER BASIS

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE (14 vs 13)
WATER CONSUMPTION PER PASSENGER	l/pax		36.1	33.8	39.0	15.4%
WATER DISCHARGED PER PASSENGER	l/pax		10.8	10.9	11.1	2.0%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax		3.5	3.2	3.2	-2.0%
	MJ/pax		12.7	11.7	11.5	-2.0%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax		1.1	1.1	0.5	-53.7%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax		0.22	0.24	0.07	-71.0%
FUEL CONSUMPTION PER PASSENGER	ml/pax		23.2	22.2	21.1	-5.3%

## CANCÚN AIRPORT

### TOTAL FIGURES

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE (14 vs 13)
TOTAL WATER CONSUMPTION	M3		423,600	435,900	604,470	38.7%
TOTAL WATER DISCHARGED	M3		144,356	158,300	194,223	22.7%
TOTAL ELECTRICITY CONSUMPTION	kWh		47,884,758	47,735,424	52,684,731	10.4%
	GJ		172,386	171,848	189,665	10.4%
TOTAL HAZARDOUS WASTE PRODUCED	KG		7,191	8,600	2,517	-70.7%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T		3,828.3	4,594.7	1,038.1	-77.4%
TOTAL CONSUMPTION	L		232,303	258,780	277,242	7.1%

### PER-PASSENGER BASIS

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE (14 vs 13)
WATER CONSUMPTION PER PASSENGER	l/pax		29.1	27.2	34.5	26.8%
WATER DISCHARGED PER PASSENGER	l/pax		9.9	9.9	11.1	12.2%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax		3.3	3.0	3.0	0.9%
	MJ/pax		11.8	10.7	10.8	0.9%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax		0.5	0.5	0.1	-73.2%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax		0.26	0.29	0.06	-79.3%
FUEL CONSUMPTION PER PASSENGER	ml/pax		16.0	16.1	15.8	-2.0%

**COZUMEL AIRPORT**
**TOTAL FIGURES**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs '13)
TOTAL WATER CONSUMPTION	M3	22,915	20,208	21,892	8.3%
TOTAL WATER DISCHARGED	M3	17,197	19,767	14,081	28.8%
TOTAL ELECTRICITY CONSUMPTION	kWh	2,444,582	2,486,311	2,611,287	5.0%
	GJ	8,800	8,951	9,401	5.0%
TOTAL HAZARDOUS WASTE PRODUCED	KG	2,497	4,770	3,376	-29.2%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T	35.5	40.3	55.5	37.8%
TOTAL CONSUMPTION	L	30,294	26,018	23,300	-10.4%

**PER-PASSENGER BASIS**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs '13)
WATER CONSUMPTION PER PASSENGER	l/pax	49.2	43.9	41.9	-4.7%
WATER DISCHARGED PER PASSENGER	l/pax	36.9	43.0	26.9	-37.3%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax	5.3	5.4	5.0	-7.6%
	MJ/pax	18.9	19.5	18.0	-7.6%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax	5.4	10.4	6.5	-37.7%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax	0.08	0.09	0.11	21.2%
FUEL CONSUMPTION PER PASSENGER	ml/pax	65.1	56.6	44.6	-21.2%

**HUATULCO AIRPORT**
**TOTAL FIGURES**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs '13)
TOTAL WATER CONSUMPTION	M3	14,329	14,408	16,446	14.1%
TOTAL WATER DISCHARGED	M3	8,240	8,477	8,446	-0.4%
TOTAL ELECTRICITY CONSUMPTION	kWh	845,900	1,045,574	1,320,462	26.3%
	GJ	3,045	3,764	4,754	26.3%
TOTAL HAZARDOUS WASTE PRODUCED	KG	1,996	1,538	1,474	-4.2%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T	45.8	56.6	69.2	22.2%
TOTAL CONSUMPTION	L	19,129	16,451	17,789	8.1%

**PER-PASSENGER BASIS**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs '13)
WATER CONSUMPTION PER PASSENGER	l/pax	30.2	29.6	31.5	6.3%
WATER DISCHARGED PER PASSENGER	l/pax	17.3	17.4	16.2	-7.2%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax	1.8	2.2	2.5	17.6%
	MJ/pax	6.4	7.7	9.1	17.6%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax	4.2	3.2	2.8	-10.8%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax	0.10	0.12	0.13	13.8%
FUEL CONSUMPTION PER PASSENGER	ml/pax	40.3	33.8	34.1	0.7%

**MÉRIDA AIRPORT**  
**TOTAL FIGURES**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs *13)
TOTAL WATER CONSUMPTION	M3	137,771	135,834	158,692	16.8%
TOTAL WATER DISCHARGED	M3	7,503	6,585	2,203	-66.5%
TOTAL ELECTRICITY CONSUMPTION	kWh	8,269,539	8,273,653	7,922,329	-4.2%
	GJ	29,770	29,785	28,520	-4.2%
TOTAL HAZARDOUS WASTE PRODUCED	KG	2,403	4,632	759	-83.6%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T	915	84.3	65.2	-22.7%
TOTAL CONSUMPTION	L	35,590	43,328	48,852	12.7%

**PER-PASSENGER BASIS**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs *13)
WATER CONSUMPTION PER PASSENGER	l/pax	109.6	101.7	109.0	7.2%
WATER DISCHARGED PER PASSENGER	l/pax	6.0	4.9	1.5	-69.3%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax	6.6	6.2	5.4	-12.2%
	MJ/pax	23.7	22.3	19.6	-12.2%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax	1.9	3.5	0.5	-85.0%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax	0.07	0.06	0.04	-29.0%
FUEL CONSUMPTION PER PASSENGER	ml/pax	28.3	32.5	33.6	3.4%

**MINATITLÁN AIRPORT**  
**TOTAL FIGURES**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs *13)
TOTAL WATER CONSUMPTION	M3	13,562	12,828	9,076	-29.3%
TOTAL WATER DISCHARGED	M3	6,888	7,566	5,255	-30.5%
TOTAL ELECTRICITY CONSUMPTION	kWh	797,593	808,340	728,569	-9.9%
	GJ	2,871	2,910	2,623	-9.9%
TOTAL HAZARDOUS WASTE PRODUCED	KG	1,475	724	1,038	43.3%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T	3.2	8.0	7.0	-13.0%
TOTAL CONSUMPTION	L	15,778	15,913	15,341	-3.6%

**PER-PASSENGER BASIS**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE (*14 vs *13)
WATER CONSUMPTION PER PASSENGER	l/pax	98.8	72.2	38.0	-47.4%
WATER DISCHARGED PER PASSENGER	l/pax	50.2	42.6	22.0	-48.4%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax	5.8	4.5	3.0	-33.0%
	MJ/pax	20.9	16.4	11.0	-33.0%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax	10.7	4.1	4.3	6.5%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax	0.02	0.05	0.03	-35.3%
FUEL CONSUMPTION PER PASSENGER	ml/pax	114.9	89.6	64.2	-28.4%

**OAXACA AIRPORT  
TOTAL FIGURES**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE ( '14 vs '13)
TOTAL WATER CONSUMPTION	M3	17,704	21,564	18,614	-13.7%
TOTAL WATER DISCHARGED	M3	8,492	8,067	12,267	52.1%
TOTAL ELECTRICITY CONSUMPTION	kWH	974,590	1,080,058	1,175,860	8.9%
	GJ	3,508	3,888	4,233	8.9%
TOTAL HAZARDOUS WASTE PRODUCED	KG	1,235	1,206	1,078	-10.6%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T	104.1	103.1	106.1	2.9%
TOTAL CONSUMPTION	L	29,924	22,327	26,636	19.3%

**PER-PASSENGER BASIS**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE ( '14 vs '13)
WATER CONSUMPTION PER PASSENGER	l/pax	36.6	41.3	33.7	-18.4%
WATER DISCHARGED PER PASSENGER	l/pax	17.6	15.5	22.2	43.7%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax	2.0	2.1	2.1	2.9%
	MJ/pax	7.3	7.4	7.7	2.9%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax	2.6	2.3	2.0	-15.5%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax	0.22	0.20	0.19	-2.7%
FUEL CONSUMPTION PER PASSENGER	ml/pax	61.9	42.8	48.2	12.7%

**TAPACHULA AIRPORT  
TOTAL FIGURES**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE ( '14 vs '13)
TOTAL WATER CONSUMPTION	M3	20,887	19,237	18,430	-4.2%
TOTAL WATER DISCHARGED	M3	5,952	5,047	4,535	-10.1%
TOTAL ELECTRICITY CONSUMPTION	kWH	1,579,830	1,445,220	1,457,784	0.9%
	GJ	5,687	5,203	5,248	0.9%
TOTAL HAZARDOUS WASTE PRODUCED	KG	2,840	245	480	95.9%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T	28.8	24.2	18.8	-22.5%
TOTAL CONSUMPTION	L	29,641	28,694	17,427	-39.3%

**PER-PASSENGER BASIS**

PARAMETER	UNIT MMT	2012	2013	2014	%CHANGE ( '14 vs '13)
WATER CONSUMPTION PER PASSENGER	l/pax	127.4	118.6	101.3	-14.6%
WATER DISCHARGED PER PASSENGER	l/pax	36.3	31.1	24.9	-19.9%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax	9.6	8.9	8.0	-10.1%
	MJ/pax	34.7	32.1	28.9	-10.1%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax	17.3	1.5	2.6	74.7%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax	0.18	0.15	0.10	-30.9%
FUEL CONSUMPTION PER PASSENGER	ml/pax	180.8	176.9	95.8	-45.8%

**VERACRUZ AIRPORT**  
**TOTAL FIGURES**

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE ( <sup>14</sup> vs <sup>13</sup> )
TOTAL WATER CONSUMPTION	M3		22,455	27,117	26,801	-1.2%
TOTAL WATER DISCHARGED	M3		4,268	4,487	4,541	1.2%
TOTAL ELECTRICITY CONSUMPTION	kWH		2,065,800	2,344,900	2,525,658	7.7%
	GJ		7,437	8,442	9,092	7.7%
TOTAL HAZARDOUS WASTE PRODUCED	KG		685	1,020	794	-22.1%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T		88.9	129.2	132.3	2.4%
TOTAL CONSUMPTION	L		29,804	31,471	34,390	9.3%

**PER-PASSENGER BASIS**

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE ( <sup>14</sup> vs <sup>13</sup> )
WATER CONSUMPTION PER PASSENGER	l/pax		24.4	26.3	22.6	-13.9%
WATER DISCHARGED PER PASSENGER	l/pax		4.6	4.3	3.8	-11.8%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax		2.2	2.3	2.1	-6.2%
	MJ/pax		8.1	8.2	7.7	-6.2%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax		0.7	1.0	0.7	-32.1%
NON-HAZARDOUS WASTE PRODUCED PER PASSENGER	kg/pax		0.10	0.13	0.11	-10.7%
FUEL CONSUMPTION PER PASSENGER	ml/pax		32.4	30.5	29.0	-4.8%

**VILLAHERMOSA AIRPORT**  
**TOTAL FIGURES**

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE ( <sup>14</sup> vs <sup>13</sup> )
TOTAL WATER CONSUMPTION	M3		28,537	30,873	35,529	15.1%
TOTAL WATER DISCHARGED	M3		6,590	12,663	13,108	3.5%
TOTAL ELECTRICITY CONSUMPTION	kWH		3,539,846	3,775,785	3,861,930	2.3%
	GJ		12,743	13,593	13,903	2.3%
TOTAL HAZARDOUS WASTE PRODUCED	KG		408	620	371	-40.1%
TOTAL NON-HAZARDOUS WASTE PRODUCED	T		125.4	138.7	155.5	12.1%
TOTAL CONSUMPTION	L		28,966	29,539	30,536	3.4%

**PER-PASSENGER BASIS**

PARAMETER	UNIT	MMT	2012	2013	2014	%CHANGE ( <sup>14</sup> vs <sup>13</sup> )
WATER CONSUMPTION PER PASSENGER	l/pax		28.9	29.8	31.0	3.9%
WATER DISCHARGED PER PASSENGER	l/pax		6.7	12.2	11.4	-6.5%
ELECTRICITY CONSUMPTION PER PASSENGER	kWh/pax		3.6	3.6	3.4	-7.6%
	MJ/pax		12.9	13.1	12.1	-7.6%
HAZARDOUS WASTE PRODUCED PER PASSENGER	g/pax		0.4	0.6	0.3	-45.9%