

2019

Sustainability Report



MARITIMEX®
SINCE 1885

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Welcome

After celebrating our third consecutive recognition as a socially responsible company, we are now more than ever committed to a corporate culture of social responsibility and its' diffusion to all our stakeholders. For this reason, we would like to thank all those who have accompanied us on our daily path to becoming a more socially responsible company.

In this publication, we wish to demonstrate how proud it makes us, as a Mexican company, to be able to work with several of the most vulnerable groups in society and to help give Mexico a brighter future. In the past 134 years, this company has built, along with our employees, customers, suppliers, and stakeholders, an ideal for what it means to be socially responsible. An ideal, that helps us face the challenging times our country is going through.

The development of both personal and collective principles, aligned with corporate and global interests, is therefore a challenge that we have gladly accepted and it is a calling we wish that every company would follow. The idea is simple: Everyone who has been in contact with Maritimex should leave as a changed person and hopefully as a kinder human being.

Ricardo Everbusch G.
President of Maritimex Group.

8
Companies

20
Offices

251
Employees

MARITIMEX

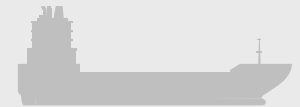


134 YEARS IN THE INDUSTRY

85,577 TEUS



23,589,737 TONS



3,998 TEUS



4,362 TEUS



SUSTAINABLE DEVELOPMENT GOALS

Since 2019, Maritimex has made it a Corporate Goal to support the UNs 17 Sustainable Development Goals, to provide a better future for all.

10 + Shipping Lines

100 + Countries Impacted

15 Industries Served

FOUNDATION: 1885

HEADQUATER: Mexico City

BUSINESS: Family owned

PROGRAMS:



SEMILLERO DE TALENTO



Programa de Talento a Bordo
La Evaluación de Desempeño de Grupo Maritimex



Our Business Pillars

Non-Liner Shipping

Where we handle all general, liquid, project & ro-ro cargo. Connecting Mexico with the world.

Container Shipping

Where we handle all containerized and refrigerated cargo, between Mexico and the world.



134 Years of
Making Maritime
History in Mexico

Where we support all the cargo going in and out of the Mexican Ports. Bringing it safely from port to port.

Inland transportation

Where we provide integrated solutions tailored to the needs of our customers.

Integrated Logistics

Our Sustainability Goals



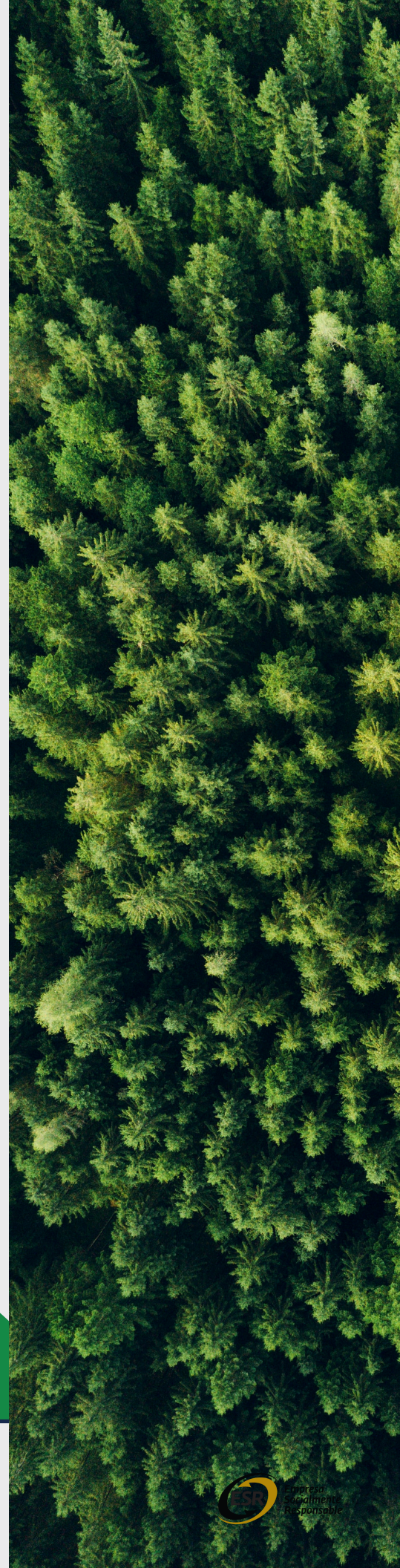
In Maritimex, we have built our sustainability strategy upon the UN's global sustainability goals. This way, we ensure that the impact of our monthly causes and programs is not only local,

but instead we are contributing to a larger and more global effort to improve the life of millions, the health of our planet, and the conditions below the surface of the oceans.

Cooltura Maritimex



Our Planet



Highlights



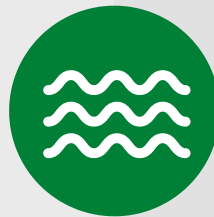
150 of pine trees planted by Maritimex. In total 45 volunteers took part in this event organized by CONAFOR. The result of the event was 5000 new trees.



We launched the project paperless in the port Manzanillo. Also, we began to separate all our trash by type: Organic, Paper, Plastics & Glass.



We collected over 5,000 bottle caps for the Siegfried Rhein organization & AMANC. The result, 5 Chemotherapies for a young boy & wheelchairs for kids with cancer.



20 volunteers participated in a beach and port clean-up on the pacific coast. The event was organized by the secretary of tourism.

- This is an important cause to Maritimex as we strive to respect the environment in every one of our processes and operations and hope that our actions to promote a healthier environment will transfer to our surroundings.
- Our goals this year were to support reforestation, reduce printings, recycle more PET, and lastly to partake in beach cleanings.



How We Protect Our Oceans

Every year, around 8 million MT of plastic enters our oceans, according to study published by the World Economic Forum in 2016. In total, this results in 5 trillion pieces of plastic waste floating around in the oceans, according to The Ocean Cleanup.

Not only does this pollute the seawater and the potentially the food we get from the ocean, it also affects more than 800 marine species and contaminate the entire ecosystem, according to the Ocean Conservancy.

For all these reason, we did not hesitate to accept the invitation from the secretary of Tourism in Manzanillo to join them in a local beach and port cleaning. We participated with 20 people from Maritimex, and were able to help collect 15 kg of trash in just one day!

It's far from what is needed to clean up our oceans, but it's a beginning, and in Maritimex we strongly believe that in order to see change you want in the world, you have to be the change.



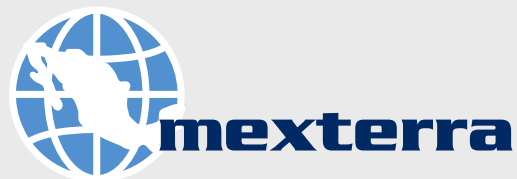
On Land Responsibility

Since the 2005, the Maritimex group has been offering inland transportation via truck or rail. A service that is provided to all our clients in need of inland transportation to and from the Mexican Ports. However, transporting over 8,000 TEUS via land does affect our carbon footprint. Therefore, we run a strict supplier policy, to ensure that we contaminate the least amount possible.

Today, Mexterra has 42 current suppliers of inland transportation be it via road or rail. Of these suppliers, 55 percent has been certified as low carbon emission trucks. For the vehicles and suppliers going around in Mexico City, the number goes up to 100 %. One of ways in which we ensure that our suppliers are certified is through the presentation of their NOM registration.

In addition to these certifications, 4 of our suppliers have also been certified as Socially Responsible Companies by the Cemefi.

Moreover, Mexterra has implemented new digitalization processes that not only simplifies the work processes, but also help reduce printing and paper waste. Over the past two years, this has resulted in a 22% reducing in printing at Maritimex offices.



Being CSR in Our Offices

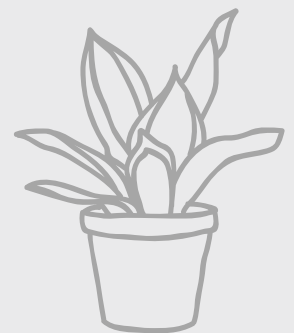
On average, we have been able to reduce our paper waste by 22 % in Mexico City, by implementing a Responsible Printing Rule.



Paperless: Substitution of physical documentation for electronic, in addition to digitization of files for greater efficiency.



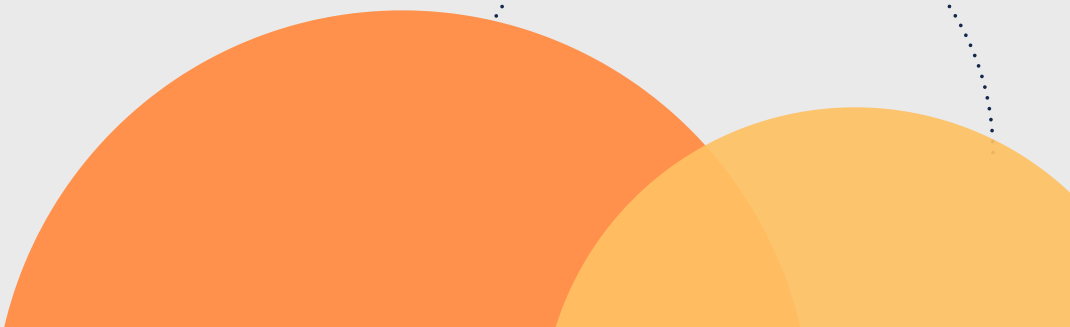
Our office style is "Friendly and inviting". By mixing a pleasant architecture with green materials and our extra high ceilings we have created an environment that allows for plenty of sunlight to enter every floor, and create a relaxing atmosphere to work in. Moreover, we have installed sensor lights in the entire office, which allows to save energy.




In an effort to reduce the use of plastic bottles and disposable coffee cups, in the office, we have installed water dispensers and coffee machines on every floor to the disposal of everyone. This together with the reusable coffee mugs and water cups available, we estimate that we have reduced our plastic waste by 50 %.



Our Employees




Highlights




To promote employee health, we provided 50 eye exams, 99 blood tests & 48 teeth cleanings. While 50 people participated in our wellness program.



In October, 15 women participated in our Breast Cancer talks, while 10 men took part in talks on Prostate Cancer. Together, we ran 220 km in a "Breast Cancer Awareness" Run.



32 women participated in the talks on creating a healthy work-life-balance. And 64 presents were given to Maritimex's Mothers for Mother's Day!



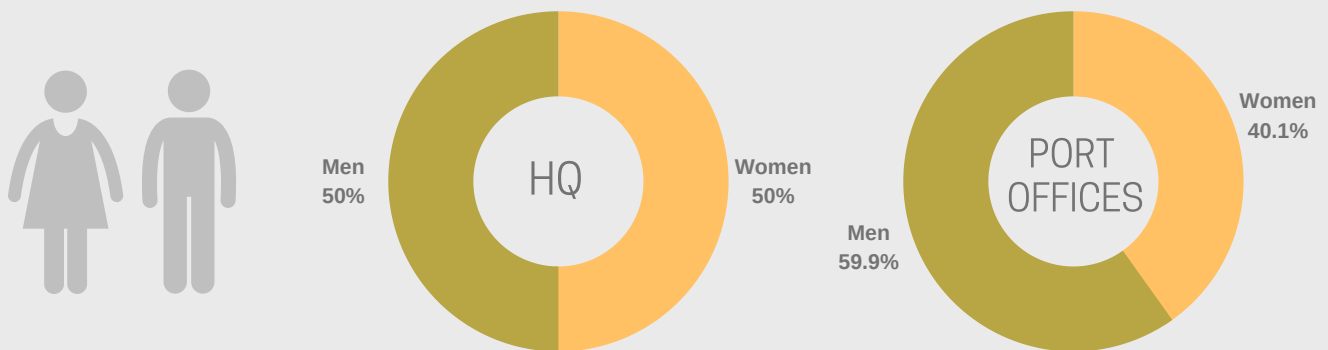
Preparing for the future is essential, and 107 people assisted in the talks on protecting your future, including medical insurance, social security & pensions..

- This is an important cause to Maritimex as we wish to promote a healthy work environment, where personal and professional development is at the core and one that foster well-being and where human rights are always respected.
- This year, our program "navigation towards excellence" for measuring employee progress and achievements, was one of our main goals.



Inclusion & Diversity

Gender Distribution

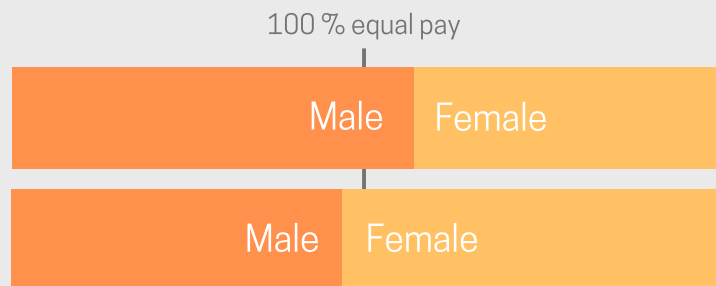


Maritimex has reached a 100 % gender equality at the main office in Mexico City, while the port offices are only 9.9 % away from reaching that goal also.

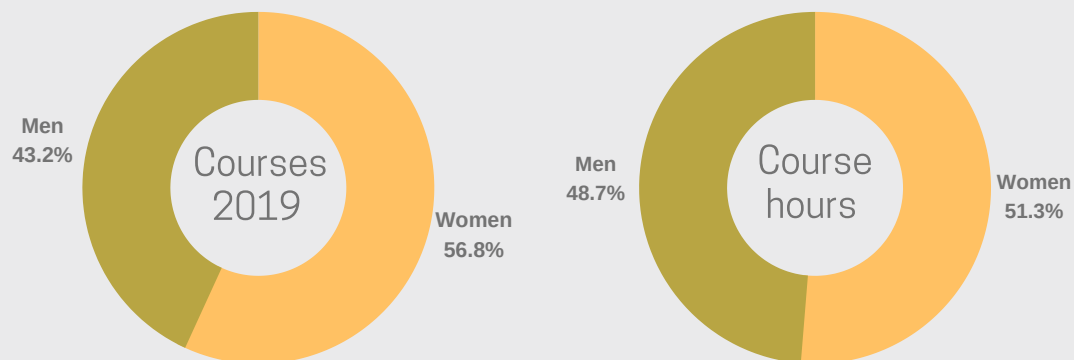
Salaries

Salary Gap of the Overall Workforce in Mexico 2019

Salary Gap of the Workforce in Maritimex 2019



Courses and inhouse trainings



The courses with the biggest impact were "Leaders in Development" for the male employees and "Perfectioning Management Skills" for the female employees.

Training and Office Safety

In 2019, we consolidated our Civil Protection program. This year, we carried out more than 10 drills throughout the year, and we also reinforced our Maritimex brigade team by adding more colleagues. In total, we now have 21 brigades who are trained in first aid, firefighting, search and rescue as well as evacuation and withdrawal.

Additionally, this 2019 we added new external stairs to our head office in Mexico City, designed exclusively to be used as emergency stairs and to help reduce our evacuation time in case of an emergency situation.

In Maritimex, we will continue to work for your safety.

Our employees in fire training in La Posta, Hidalgo.



Our Community



Highlights



This year we collaborated with The Red Cross in Mexico and 25 people volunteered to donate a total of 7 liters of blood.



20 volunteers went to the Pergatuzoo animal shelter with different food & cleaning supplies for their 300+ animals.



We donated 65 kg of clothes, 140 diapers, and a total of 70 monetary donations to the shelter "Refuge & Peace".



Kids smiling because of 4 sports scholarships, 10 volunteers with "Dr. Sonrisas", 4 sponsorships with "Lazos" foundation, and a total of 145 Christmas presents.

- This is an important cause to Maritimex as seek to always help out in our local community and we wish to support, not just anyone, but organizations most at need of investments or human capital.
- Our goals this year were to support the Red Cross, the elder community, sick children and children from low income backgrounds.



Bringing Hope & Life to our Community

Through our many volunteer programs we are able to help the most vulnerable groups. We believe that the act of voluntarism has a significant impact on our employee's lives too.

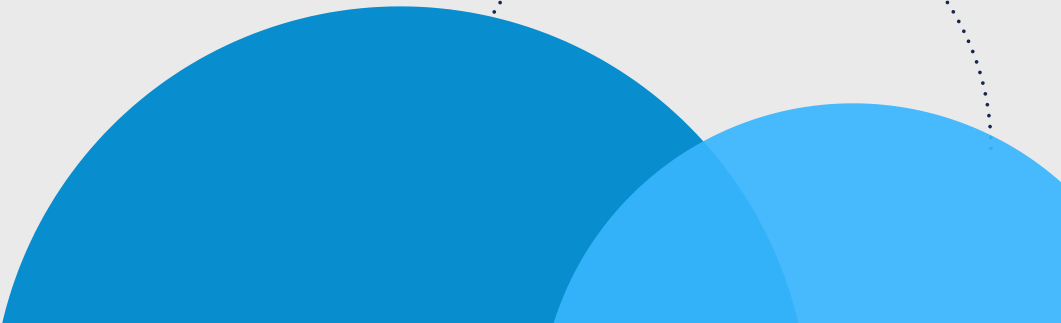
Every year, we try to distribute our efforts between all the groups in need, to reach as many people as possible, and thereby leave the biggest impact on our community.

In 2019, we reached both the elderly community, school-aged kids, as well as positively impacting the work of young people with special needs.

We continually launch social action programs that seek to positively impact our surroundings and the community we belong to. In addition to this, we make donations to the movie theaters and theaters with the purpose of supporting the local art scene.



Ethics & Compliance



Highlights



18 dads participated in football tournament, 34 shirts & 18 led-pens gifted, to male employees for father's day.



We launched our Intranet with direct access to all important programs, our company benefits, corp. videos, & info, manuals, etc.



We launched a program: "Maritimex the home of everyone", which strive to integrate people with disabilities in economic activities.



22 new brigade members was incorporated and we provided them 24hrs of training. Also, 150 people were evacuated in mock earthquake, with a time reduction of 20 %.

- This is an important cause to Maritimex as we do not tolerate any practices of corruption nor money laundry. Moreover, we find it very important to promote a fair work environment that builds on a solid code of ethics.
- Our goals this year were to develop new policies for anti-corruption and anti-bribery, educate our employees on these and to improve our corporate governance.



Procurement & Compliance

The creation and strengthening of an internal legal area made it possible to supervise documentation, deals and commercial acts to respect current laws at all times.

Our purchasing process has been updated to carry out procedures making sure that our suppliers stick to all the current laws and regulations, and also for them to be certain of their procedures and remuneration.

Thanks to our internal processes of improvement and the feedback we receive, we are able to guarantee a higher customer satisfaction. We believe, that what sets apart a great company are their problem solving skills.

Attractive salaries, compensation, and benefits equal to those of large corporations; trainings and internal growth, plus everything that we consider emotional salary, including the remodeling of the facilities, financial help to continued education, and spaces for coexistence, among others.



Anti-Corruption

Maritimex has been certified by TRACE Anti-Bribery Compliance Solutions since 2015. This association helps its' members conduct business ethically and in compliance with international anti-bribery legislation. Moreover, they provide access to pre-screened intermediaries and third party risk assessment tool.

For Maritimex, this means that we are able to draw on their expertise for any questions and concerns regarding any operation or process. Additionally, it provides our clients and business partners with the assurance that doing business with Maritimex is a safe choice.

We strive to always provide all our business partners and clients with the biggest possible transparency and insight to all our business operation.



Human Rights

Maritimex will respect the International Declaration of Human Rights and will avoid being complicit in any abuse in this matter. Likewise, any person or legal entity that has a relationship with us must respect the human dignity, privacy and rights of each individual.

Maritimex commits to acting within all national and international laws, while always respecting the international human rights treaties.

Jobs at Maritimex offer a decent lifestyle. Discrimination based on origin, nationality, religion, race, sex or age is not allowed.

On the other hand, any form of moral or sexual harassment will not only be prohibited but also actively detected and eliminated.

Maritimex employees must comply with applicable laws and act under ethical behavior.



What Do Others Say?



"Agradecemos que desde hace cuatro años la familia Maritimex forme parte de la jornada de mantenimiento y reforestación, contribuyendo con nuestro medio ambiente y nuestra sociedad." - Ing. Luis Manuel Reyes Esquivel **CONAFOR**.

"Nos da mucho gusto dar continuidad al Programa de Salud y Bienestar de Maritimex para poder seguir siendo generadores de cambio para los empleados de Maritimex." - Celia Peniche **Nutrición Dinámica**



Nosotros agradecemos a la familia Maritimex, me enorgullece formar parte de esta empresa y la oportunidad que nos brindan de participar con nuestras familias en este tipo eventos." - Karla Negrete **Voluntarios Maritimex**

La Cruz Roja Mexicana Distrito Federal, reconoce a Maritimex por la valiosa colaboración que nos brindó al participar con su apoyo a la campaña de donación voluntaria de sangre, Confiamos en seguir contando con la participación." - Dra. Eva Carolina Rosas **Cruz Roja**



"Muchas gracias por su noble gesto para con los niños de la escuela Cuahtemoc (Amecameca) les encantaron sus regalos y están muy agradecidos con todos ustedes." - Abel Cruz **Fundación Lazos**

Sustainability Goals for 2020

Our Plant

Safeguarding our resources



- We plan to continue our yearly reforestation with CONAFOR.
- Improve our recycling and separation of trash at our offices.
- Implement a new app to facilitate the paperless project at our port offices.
- Educate our employees on being "more green" at home and in their daily life.

Our Employees

Growing potential & well-being



- We plan to do trainings on personal finances and protecting our future.
- We also plan to continue our wellness program to promote a healthy lifestyle among our employees.
- Continue the program "navigating to excellence".

Our Community

Developing thriving communities



- Support our local community and business.
- Bring Christmas presents to kids from low income families.
- Bring awareness to Breast Cancer and raise money for this cause.
- Help out and bring supplies to a local animal shelter.

Ethics & CPL

Safety & Transparency



- Improve and add to our safety and security protocols.
- Building an inclusive company with room for everyone.

End notes

A company is defined by three measures: Its economic, social, and environmental situation.

Therefore, the corporate social responsibility report is as important as the company's financial report, which documents the economic situation of the company, in that it demonstrates the company's social responsibility practices and the results of these.

MARITIMEX

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