

BEACHLAND

COMMUNICATION ON PROGRESS

PERIOD COVERED: NOVEMBER 2019 TO AUGUST 2021



COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



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1. ABOUT THIS REPORT

With this Communication in Progress report Distribuidora de Insumos y Servicios Jake, also known publicly as Beachland Services, aims to provide transparent and public information regarding its sustainability strategy and its compromise with the U.N. Global Compact and its ten principles.

The objective is to let our stakeholders know about our performance and results on this matter. The reporting period goes from November 2019 from August 2021 due to the extension given under the COVID-19 crisis and it is the first report on Communication on Progress that the company will submit since it became a member of the Global Compact participants on November 22, 2019.

Beachland Services sustainability reporting is aligned to the guidelines of the 10 principles of the U.N. Global Compact (UNGC) and also responds to the 17 Sustainable Development Goals of the U.N. As a small Mexican company that works directly with the beach ecosystems our compromise with the planet is our top priority and all the four main pillars: human rights, labor standards, environment and anti-corruption. Other activities and alliances for charity that the company has done will be described, describing the event, the beneficiaries and the impact done with the company's effort on supporting local causes.

We thank our community and stakeholders for helping us make this planet a better place for all, including all living beings and their homes. We look forward to continuing to contribute with small actions that become a chain reaction for bigger impacts, starting at our community and aiming for the world.



Date: 17/08/2021

2. LETTER FROM THE CEO

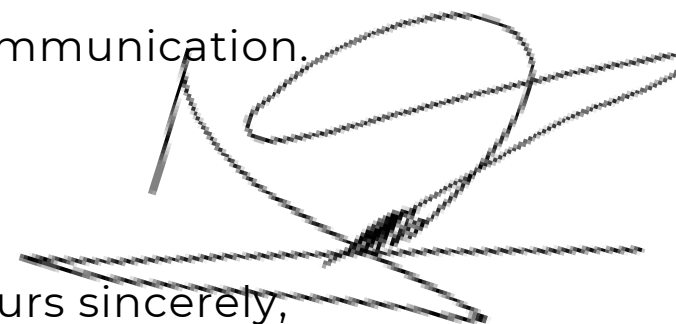
Statement of Continuous Support for the UN Global Compact

Dear readers,

The brand Beachland Services was founded with an enduring vision to make the world a better place and improve the lives of all living beings. Since we work directly with the ecosystems at the beach, cleaning and restoring them, our values are based on sustainability and it is our duty to transform and positively impact the industry we are working on.

I am pleased to confirm that Distribuidora de Insumos y Servicios Jake S.A de C.V., also known as Beachland Services, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication.



Yours sincerely,
Jorge Antonio Moreno Oviedo
Chief Executive Officer

It all began since in the past 6 years there has been an atypical but now permanent massive arrival of an algae called sargassum to the beaches in the Caribbean. The main problem is that this sargassum, once on land, has many negative effects on the ecosystem, the health of locals living nearby and on the touristic industry, which is the main activity from the area. We noticed that the practices implemented were damaging the beaches, turtle nests are in danger since heavy machinery has been used and the underground rivers have been polluted due to the lack of responsibility on the disposal of this rotten material. Many rules were violated since there was no proper legislation or control on this crisis since it has never happened before.

3. THE COMPANY

Beachland Services is a Mexican company founded in 2018 that started a project on beach cleaning in Quintana Roo, Mexico.

This family company identified all these issues and wanted to help, we have the values of its founder stated and applied, but the main concern is to protect the local flora, fauna and ecosystems. After our experience we started doing some private research to handle the beach cleaning process with quality and always respecting the environment. Our employees receive constant capacitation on environmental topics such as turtle nest handling and social entrepreneurship courses. We also wanted to involve the local communities that have been affected by the sargassum problem on a decrease in tourist activities but also create a whole experience of social and environmental awareness on plastic pollution in the oceans. Our solution is an integrated program of professional cleaning, with special equipment and a fleet of employees trained on environmental handling. Our work includes a whole restoration of the beach, fixing the bad practices done before and also giving a constant maintenance that includes trash removal from different levels of the sand depth. We also want to involve the local communities on beach cleaning volunteering activities with an additional environmental education and awareness on how to contribute to reduce ocean pollution.



4. UN SUSTAINABLE DEVELOPMENT GOALS

ACTION

MEASUREMENT OF ACTION

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;
Principle 2: Make sure that they are not complicit in human rights abuses.

- Variety of policies stated in a Code of Ethics
- Equity between men and woman

- Making a formal document and communicating it to our stakeholders
- Having both men and women in high management positions

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

- COVID-19 protocols
- Variety of policies stated in a Code of Ethics
- Activities to improve the work environment, motivation and development of its employees.

- Guides implemented for a safe working space and for working on the field.
- Investment on sanitizing equipment and tools
- Making a formal document and communicating it to our stakeholders.
- Capacitation program
- Activities such as football games and employee of the month awards.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

- Including sustainability in the company's strategy
- Responsible operations guidelines
- Community volunteering
- Promote educational content for clean oceans

- Changing company's mission and values
- Manual to reduce, recycle and reuse at the office
- Manual for ecosystem and biodiversity care
- Social media awareness program on clean oceans and beaches

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

- Anti-corruption policy

- Zero tolerance on any kind of corruption
- Rules to avoid conflict of interest
- Privacy Note to protect all sensitive information of our stakeholders

5. HUMAN RIGHTS

Beachland Services acknowledges that Human Rights are very important to our community on a local and international level, so we have the compromise to always take care of human dignity in order to help the development of society. Human Rights are established within the national legal order, in the Mexican Political Constitution, international treaties and the laws; so the company operates always respecting them.

Human rights are rights inherent to all human beings, without any distinction of nationality, place of residence, sex, national or ethnic origin, color, religion, language, or any other condition. We all have the same human rights without discrimination. These rights are interrelated, interdependent and indivisible. So it is our responsibility as a company to respect the human rights of each person and to promote, protect and guarantee the human rights consigned in favor of all our stakeholders



ACTIONS:

“Limpieza de
zona costera”

Beachland Services started its formalization on complying with Human Rights in the first months of 2020 and the first step towards achieving this formalization was to state a series of policies covering diverse topics on Human Rights. These policies mentioned are stated in the company's “Code of Ethics”.

BEACHLAND SERVICES: CODE OF ETHICS

MAIN PILLARS:

1. All activities must be carried out in accordance with the rules, established laws, regulations, policies and procedures.
2. All people deserve dignified treatment, regardless of their sex, age, hierarchical level or any other characteristic or personal conviction.
3. All our actions must be oriented with rectitude and honesty, it is an essential principle as a company and as an individual.

OBJECTIVES:

Our Code of Ethics represents the commitment of the company for maintaining the highest ethical standards in performance of those of us. It also recognizes and attaches importance to compliance with the laws of the countries in which we operate, applicable policies and guidelines in our organization. In this sense, the diffusion of Code takes on a fundamental role that we all must assume, as well as prevent and report any violation, following the corresponding policies:

HUMAN RIGHTS

- NO DISCRIMINATION POLICY

This institution does not discriminate on the basis of race, religion, sexual orientation, physical or socio-economic condition or for any other reason, with discrimination being understood as the denial, exclusion, distinction, impairment, impediment or restriction of one or more of the human rights of persons, groups and communities in a situation of discrimination attributable to individuals or legal entities or public entities with or without intention, willful or guilty, by action or omission, by reason of their ethnic, national, language, sex, gender, origin, indigenous identity, gender role expression, age, disability, legal, social or economic status, physical appearance, health conditions, genetic characteristics, pregnancy, religion, political, academic or philosophical opinions, political identity or affiliation, sexual orientation or preference, marital status, by their way of thinking, dressing, acting, gesturing, having tattoos or body piercings or any other that have the effect of nullifying or impairing the recognition, enjoyment or exercise of fundamental rights and freedoms, as well as the equality of people.

- HUMAN RIGHTS POLICY

Its purpose is to establish relevant processes to identify, prevent, mitigate, and if necessary, remedy any violation or non-compliance with laws, regulations, declarations or international treaties that are applicable.

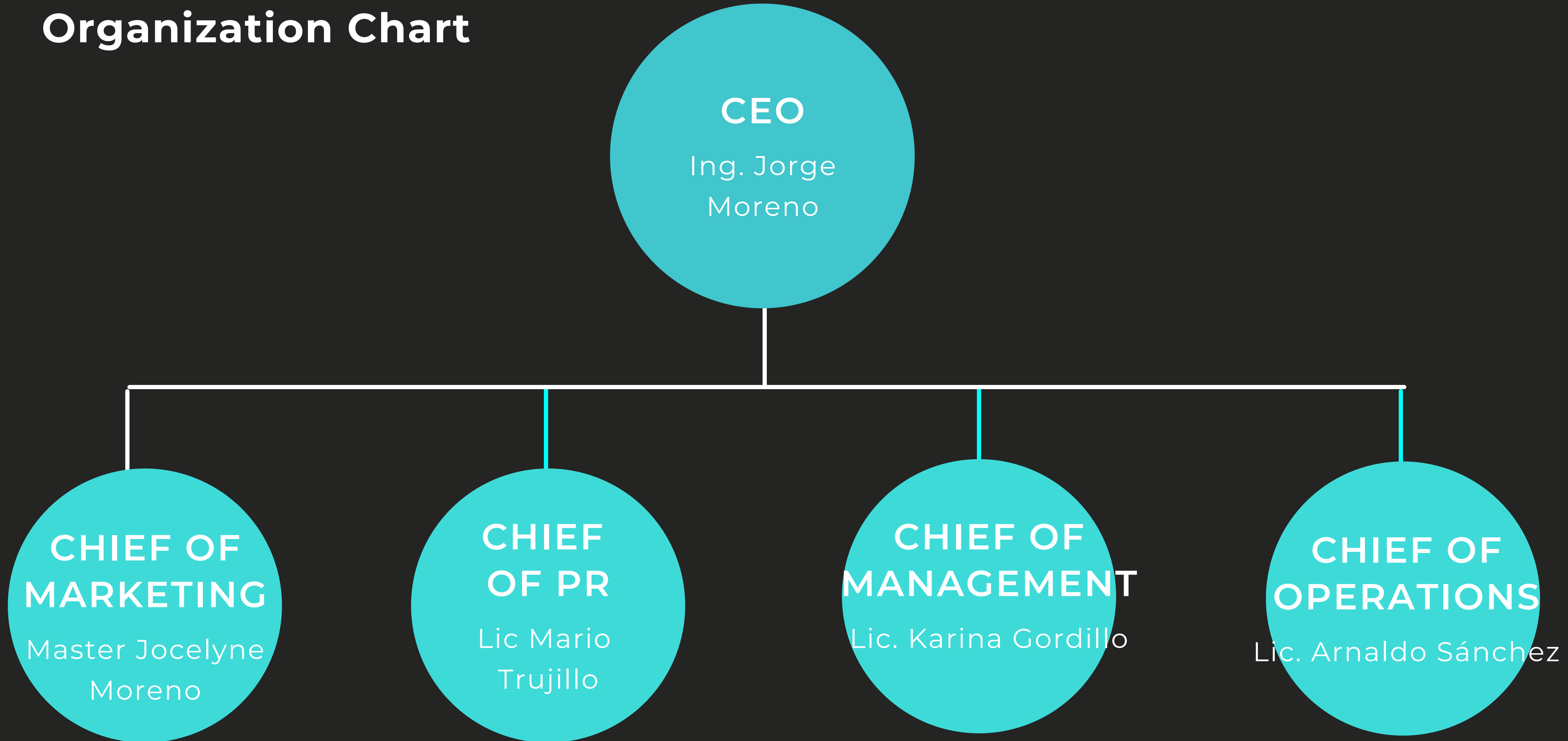
- VACANCY AND HIRING POLICY

Identify the requirements and regulations of the hiring process to help to its correct fulfillment taking into account the needs of the company and mainly the job profile.

- INCLUSION POLICY

Promote the socio-labor insertion of people with disabilities or vulnerable in the ordinary labor market. It seeks to promote the right to work and employment of people with disability or in a position that minimize their opportunities, in equal opportunities and equity with full respect for their dignity and non-discrimination. But also offer help through training, workshops, technical assistance, placement based on competencies and skills so they can be inserted in the labor field.

Organization Chart



MEASUREMENT OF ACTIONS

The main success is that the company has implemented for the first time a formal document that shows their commitment in realizing good practices on the inside and to the outside, meaning that the company encourages all of its stakeholders to act according to an ethic position. Mainly on topics such as anti-discrimination, equity between woman and man and inclusion within our company.

We have communicated this Code of Ethics to our clients and suppliers and have encouraged them to respect it at all times. On the other hand, our employees have also been communicated the mentioned document resulting in an improvement in the confidence of the employees who are the main beneficiaries of these policies. One big win for everyone is that there is an equal number of women and men (50%-50%) on the high levels of the company, we do not exclude anyone by their gender or sex inside the company. We do not discriminate against anyone that applies to any of our vacants, the policy strictly prohibits this and gives priority to skills inherent to the job position. The job position of Sargassum collector, known as "Sargaceros" is a field work where the main job is to clean the sargassum from the beaches and we give the opportunity of job for people who have been excluded, we employed with fair job conditions a young adult that did not know how to read or write.

6. LABOR STANDARDS

Before 2020, Beachland Services started implementing policies, activities to improve the working environment and development, training and courses for the employees. The company has cared for the safety and well being of its employees and the priority is to offer safe work conditions and standards that comply with all the regulations in the national and international context.

In 2020 the whole world was hit by a sanitary and health crisis, the COVID-19 virus was an unexpected event that affected all the industries while many of them had to completely stop their operations and some even disappeared. Leaving many people, vulnerable, unemployed and unfortunately many others with the loss of their families. An unexpected crisis like this pushed us to a shift in the way of living, the way we make business and every single decision because nobody knew what was going to happen next.

Now, that the activities and the economies are starting again, we all have the responsibility of taking care of each other. That means that our company is responsible for the right labor conditions in order to protect the safety and health of our employees and our communities.





ACTIONS:

A safety protocol has been established for the prevention of contagion of SARS-CoV-2 (COVID-19) making facilities a safe place to workers, suppliers and customers. Complying with the The Mexican Federal Labor Law that establishes in article 132, section XVI that it is obligation of employers that the facilities of the work centers have conditions in terms of safety, health and environment at work, in order to prevent accidents and occupational diseases. In the same way, Article 134 of the same Law establishes the obligations of working people in health and safety matters. On the other hand, the Federal Regulation on Safety and Health at Work (RFSST), the norm NOM-030-STPS-2009 on preventive health and safety services in the work and the norm NOM-019-STPS-2004 on the constitution, organization and functioning of the safety and hygiene commissions in the centers of work, establish the framework for action in terms of prevention and organization in favor of health between employers and workers in the centers of work. Last but not least, likewise, in accordance with articles 147 and 148 of the General Law on Health, individuals are obliged to collaborate with the health authorities in the fight against epidemic diseases, for which the Ministry of Health can be helped by all existing medical services in the country in the fight against epidemics, including preventive health and safety services at work.

THE COMPANY BASED ITS ACTIONS ON SEVEN GUIDING PRINCIPLES FOR DECISION MAKING AND THE IMPLEMENTATION OF EMERGENCY PLANS IN THEIR WORK CENTER:

1

PARTICIPATION

Of employers and workers, actively in the implementation and fulfillment of health promotion measures, prevention and containment in the workplace.

2

TRANSPARENCY

In the timely and reliable handling of information, without exaggerating or minimizing risks.

3

RESPECT

To the rights of workers, and between them, to carry out their work in conditions that ensure your life and health.

4

NO DISCRIMINATION

To workers, regardless of their health situation.

5

COMMUNICATION & COOPERATION

Of authorities, employers and workers, in the implementation of measures to protect workers' health.

6

CONTINUITY

To health promotion programs and preventive, once the greatest risks contagion have been controlled.

7

COMPREHENSION

Of employers and workers who processes, paces, and workloads can be affected, which could compromise the productivity of the workplace.

We divided our protocols in two different parts, the ones at the facilities of Beachland Services and the ones at the hotels which the company work at, cleaning their beaches.

Starting with the protocols at our premises, there was a conference for the employees where they were explained the crisis we are living in at the moment and our responsibility towards our coworkers and families. Each employee, customer or visitor at the facilities is obligated to follow the next guidelines:

COVID-19 MEASUREMENTS AT THE WORKPLACE

1. Company transport will be provided daily for employees to avoid public transport. Each employee must respect their pick up and drop off schedule.
2. All employees must go through the sanitisation arch, clean their shoes and wash their hands at the entrance.
3. Masks are required at all times, no exceptions.
4. All employees must practice safe distance within their coworkers.
5. For the company diner, each employee has been assigned a lunch hour in order to avoid crowd while eating.
6. Please wash your hands frequently.
7. Avoid touching your face and mask at all times.
8. Clean your workspace constantly and keep it ventilated.
9. If you feel any of the following symptoms, stay at home and attend your medical center for valuation:
 - a. Fever or chills
 - b. Cough
 - c. Shortness of breath or difficulty breathing
 - d. Fatigue
 - e. Muscle or body aches
 - f. Headache
 - g. New loss of taste or smell
 - h. Sore throat
 - i. Congestion or runny nose
 - j. Nausea or vomiting
 - j. Diarrhea

Part of our team, the “Sargaceros”, work on the field at different locations in the beaches of Quintana Roo. They work as beach cleaning force in private hotels, staying at the beach, an open space, most of the time. So regardless of each hotel COVID-19 protocol they have been trained to stay safe even when in an external environment. The following are the guidelines provided to them:

COVID-19 MEASUREMENTS AT THE WORKPLACE

1. Company transport will be provided to take each cleaning team to their respective Hotel. Masks are required inside the vehicle.
2. All employees must comply with the hotel COVID-19 protocol.
3. At the resting point, Beachland Services has provided sanitizing gel.
4. Even though you are in an open space, masks are required for your safety.
5. All employees must practice safe distance within their coworkers and other hotel staff.
6. Wash your hands when possible.
7. Avoid touching your face and mask at all times.
8. If you feel any of the following symptoms, stay at home and attend your medical center for valuation:
 - a. Fever or chills
 - b. Cough
 - c. Shortness of breath or difficulty breathing
 - d. Fatigue
 - e. Muscle or body aches
 - f. Headache
 - g. New loss of taste or smell
 - h. Sore throat
 - i. Congestion or runny nose
 - j. Nausea or vomiting
 - k. Diarrhea



COVID-19 PROTOCOL



Guides

SEMÁFORO NARANJA

¿QUÉ HACER EN LAS PLAYAS?
BEACHLAND

- Levanta tu basura
- Usa cubre bocas
- Sana distancia
- Lava o desinfecta tus manos
- Mantente informado en los

Equipment

Another action implemented was stating also policies regarding Labor Rights on the company's Ethics Code. Even when the company complies with all the local regulations and all international treaties on this matter, we made a formal documentation to state the formalization of the commitment. The section is named with the mentioned title and involves topics such as:

- INCLUSIVE WORK ENVIRONMENT POLICY

The company is committed to providing equal opportunities and treatment in a diverse and inclusive work environment, both for current and for personal future, free from any form of physical or mental discrimination by reasons of race, color, religion, sex, sexual orientation, age, national origin, marital status or disability, etc.

- NO CHILD LABOR PERMITTED POLICY

The company does not allow the hiring of children in any of the areas. The minimum age required to work in the company will be eighteen (18) years, in compliance with the provisions of the labor code.

- ANTI VIOLENCE POLICY

The Company rejects and sanctions the use of corporal punishment, mental coercion, physical, verbal abuse, harassment and harassment by any boss immediate superior to his / her collaborators, at the same time that he / she enters collaborators with each other. Each immediate boss or collaborator, will be responsible for conducting himself ethically and socially responsible before his personal, as well as against third parties on behalf of the Company.

- ANTI SLAVERY POLICY

The company rejects forced labor in all its forms, under promises, threats, or coercion by more subtle means such as accumulation of sums owed in order to adopt a position of submission. Forced labor includes any obligation against your will of character labor, human, physical and sexual where their human dignity is injured.

- FREE SPEECH POLICY In The Company, all people have the right to freely express their opinion as long as it is through the appropriate channels and in a manner respectful and clear. We are open to listening to your concerns, ideas of improvement or any other that may apply

- ANTI DRUGS POLICY The Company strictly prohibits the use, possession, sale, attempt to sale or distribution of drugs or any other substance, regardless of the amount or however it is, while it is within the facilities of the same.

OTHER PROGRAMS

Finally the company had some actions to improve the working environment and to keep the employees motivated, before the COVID-19 breakdown. These activities are suspended till further notice until it is safe for everyone and the epidemic is more controlled in Mexico and the world.



Constant Capacitation

The Company offers constant capacitation to its employees on their work field, but the company also offers a capacitation on soft skills for the employees to develop personal abilities that they can use in their personal and professional life.

Our employees received the Dreamcamp course registered by Crea Potential as an entrepreneurship methodology before the Ministry of Economy. The central theme was to develop 21st century skills in our employees through entrepreneurial training activities. The abilities and weaknesses were recognized so that together a great teamwork is achieved focused on each individual being recognized as an agent of change. As a result, an improvement was obtained in the integration, communication and participation of all our levels. Employees contributed valuable ideas that will be implemented to improve our operations. Each employee was awarded with a diploma of their completion of the course which will give them professional value for them and for all of us as a team.



Other activities

The company also promotes other activities to promote a healthy work environment and also some fun activities to improve the happiness and motivation of our employees. The company organizes an employee of the month program, where the most punctual and proactive employee gets a recognition, a prize and earns their spot on the board. Other complementary activities are the celebrations of employee's birthdays and other holidays such as Christmas or the Virgin María Celebration which is very important in México.

Employee of the month



Birthday celebrations



Holidays

MEASUREMENT OF ACTIONS

The mentioned strategies are based on the recommendations of the Secretariat of Health, Secretariat of Labor and Social Security, as well as Civil Protection from Mexico. One of the measurements incorporated by the company comply with the “National Dictation of Safe Distancing” by COVID-19 promoted by the Ministry of Health, as well as those established in the “Agreement establishing the measures preventive measures that must be implemented to mitigate and control Health Risks of the SARS-CoV-2 (COVID19) Virus Disease ” on March 24, 2020 and the "Agreement establishing actions extraordinary events to attend the health emergency generated by the SARSCoV-2 virus ” on March 31, 2020.

A health contingency situation requires the preparation of plans for emergency care in the workplace, and represents challenges extraordinary for the authorities, federal, state and municipal governments, medical and humanitarian personnel, organized actors of the production, managers, employees and workers of the work centers. So we are truly satisfied with the implementation of all the health guidance on preventing the spread of Covid-19, resulting in a good acceptance of all of our employees and as a result only one controlled case of COVI-19 within our employees.

Such as in the Human Rights section of the company's Code of Ethics, we included a section of Labor Rights. And under the same conditions, the Code of Ethics is implemented for the first time in the company. Now it is not only a word or promise that we make, it is stated on its formal statutes and is now an inherent part of the company's actions, to keep promoting within the company. These policies have had an impact on the employees, who now feel and know that the company is interested in their rights as workers and of their development in their professional lives, always respecting their dignity and integrity as humans.

Other activities that are not strictly related to work, always help to bring a team spirit and lift up the motivation of the employees. Not only because they feel that the company thinks of them but also because every person deserves to have some fun. The company organized at least two or three activities per month to get rid of the daily stress of the work and to relax a little. The company not only offered professional courses but also offered some courses that were more personal and helped employees to find their strengths and to conquer their weaknesses. It is important to hear what your employees need or like, that is why the company organizes birthday surprises or activities that make their employees passionate such as soccer tournaments.

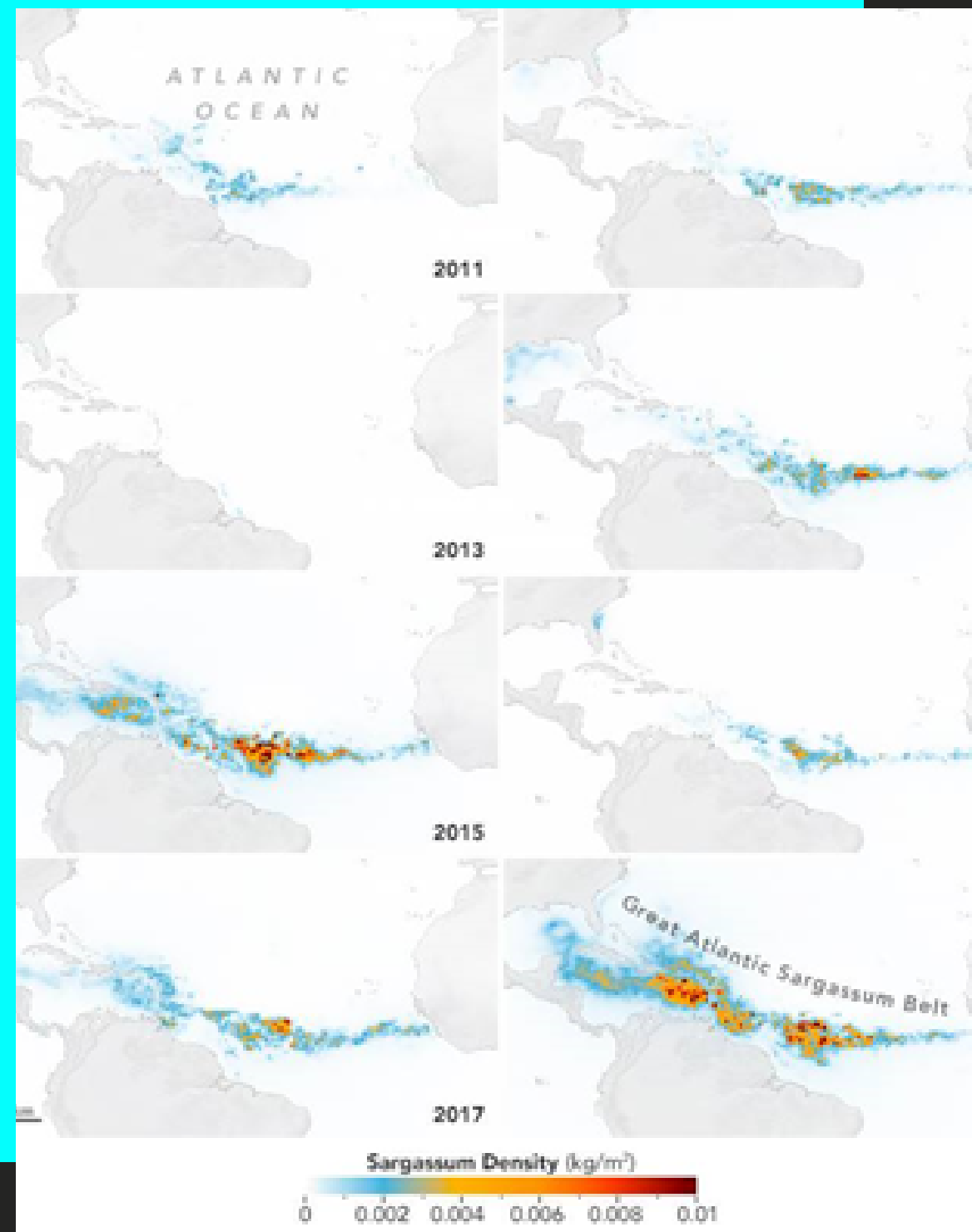
7. ENVIRONMENT

Beachland Services is a company that works directly on the Mexican beaches so our responsibility with the environment is a tremendous honor and we do not take it for granted. The Beachland company focuses its main business on the cleaning of beaches at hotels in the area of Cancun, Puerto Morelos, Riviera Maya, Puerto Aventuras, Playa del Carmen and Tulum (most affected areas of Quintana Roo by sargassum). The most required service is the daily cleaning and removal of sargassum from the beaches because in the last 7 years, a strong presence of said algae has been detected on the beaches of the Caribbean.



The bad practices that can occur in the sargassum cleaning industry are to bury the sargassum on the beach itself or leave it on the shore of the beach, causing a giant ecological damage. Within its core values, the company has adopted as a primary concern the care of the environment and has detected that the pollution caused by sargassum not only occurs when the algae is lodged on a beach but also when it is dumped in clandestine deposits. This occurs because the macroalgae is taken to these final disposal centers where it continues with its natural decomposition process by the sun. These decomposing sargassum deposits, without any type of regulation or correct treatment, cause an alarming effect of emission of gases such as methane and hydrogen sulfide, which are generated within the flotation bladders and are released into the environment when the macroalgae dries up. This results in a health emergency as it produces fetid odors that can cause headaches, nausea and respiratory problems in humans, presumably due to inhalation of hydrogen sulfide. In addition to the deposits of this decomposing matter, being very bulky it is the perfect nest for the dengue fly.





Using NASA satellite observations, researchers from the University of South Florida (USF) School of Marine Sciences found that macroalgae grew on the sea surface from the west coast of Africa to the Gulf of Mexico in 2018. In that year, the belt had more than 20 million tons of sargassum and covered a length of up to 8,850 kilometers. Figure 2. Average monthly density of sargassum in the Atlantic Ocean in each July from 2011 to 2018. (Photo: NASA Earth Observatory)

ACTIONS

The company has stated its commitment to the environment on its strategy by making their mission statement and values go inline with the environmental care.

Mission

Maintain neat beaches through a professional process of superficial and deep cleaning that always enhances the beauty of the Mexican Caribbean, adhering to good practices of shared responsibility and sustainability.

Values



As a result many policies were implemented for the operational and administrative processes on environmental matters, such as energy saving, recycling, oil management and on field biodiversity care. The following policies were stated on the Environmental Beachland Guide.

ENVIRONMENTAL GUIDE BEACHLAND SERVICES

AT OFFICE

- POLICY FOR SAVING ELECTRICAL ENERGY

Its purpose is to contribute to the improvement of the environment by promoting in our collaborators, habits of saving in electrical energy. Establishing schedules and rules for use of air conditioners, lighting, computer equipment, printers and electric tools at the office and facilities.

- POLICY FOR RECYCLING

It aims to develop a commitment to protecting the environment by reducing the consumption of some materials or if necessary, their reintegration on the production line by recycling. The three pillars are the 3 R's strategy (Reduce, Reuse, and Recycle).

- All paper used by administrative staff must be recycled, if the paper contains sensitive information then it must be shredded and sent to recycle too.
- Materials that can be deposited outside and recycled for the fund raising:
 - Plastic bottles and caps
 - Carton
 - Cans
 - Paper
 - Aluminum
 - Tetra Pak containers
 - Metal in general

- LESS PAPER POLICY

Only print if strictly necessary. Use emails, digital signatures, social media or any other possible digital media to communicate instead of paper.

ENVIRONMENTAL GUIDE BEACHLAND SERVICES

IN THE FIELD

BIODIVERSITY CARE

1. Before starting every working day, the employees must have a look at the sargassum allocated on the shore. Seeking for living animals that may be tangled in the algae and that can be reincorporated to the sea.
2. Between May and October, the employees must seek turtle nest marks and immediately call the authorities for relocation.
3. Turtles and all animals are a priority, if their safety is compromised, stop immediately.

ECOSYSTEM CARE

1. Sargassum removal from the beach must be done within 72 hours after its arrival in order to prevent rottenness.
2. Always use the company machinery, with low load capacity, large soft tires and low pressure. Avoid use of heavy vehicles with metal tracks to reduce compaction from the sand, minimize the movement of machinery on the beach, maneuver equipment only on previously defined routes and preferably use the same path to enter and leave.
3. Always use the company screening equipment, with a vibration system that can be used to minimize the loss of sand and sediments.
4. Always respect palm trees, mangrove swamps and the sand dunes from the beach. Leave them alone and do not move them.

International Coastal Cleanup

Another actions on the environment are a series of activities that involve the stakeholders and wants to promote our vision with the rest of the country and hopefully then, the whole world. Starting with the company participation on the 2019 International Cleanup by Ocean Conservancy, where we donated money and offered a pro bono day on beach cleaning. Each year in September in more than 100 countries celebrate the International Coastal Cleanup Day by doing a beach cleaning day, a team of the company were volunteers on this event that has the same objective as us, to have clean beaches. "Fighting for Trash Free Seas. ENDING THE FLOW OF TRASH AT THE SOURCE" Ocean Conservancy.

Ocean Conservancy

X ANIVERSARIO LIMPIEZA INTERNACIONAL DE PLAYAS QUINTANA ROO

ARSA CARIBE
Innovación en Servicio y Calidad

PLAYAS:
TORTUGAS KM 6.5
GAVIOTA AZUL (FORUM) KM 9
MIRADOR 2 KM 25

SEPTIEMBRE 22 DOMINGO

2019

INTERNATIONAL Coastal CLEANUP

¡PARTICIPA!

8:00 - 12:00 HRS.

Para mayor información, contáctenos en:

Fundación Cancun ICC
mclaveran@itmgroun.mx
(998) 881-0400 Ext: 437

Limpieza de Playas Q Roo
arsacaribelip@gmail.com
(998) 251-1330

Fundación Cancun ICC

Limpieza Internacional de Playas Quintana Roo

Patrocinadores:

Aliaados:

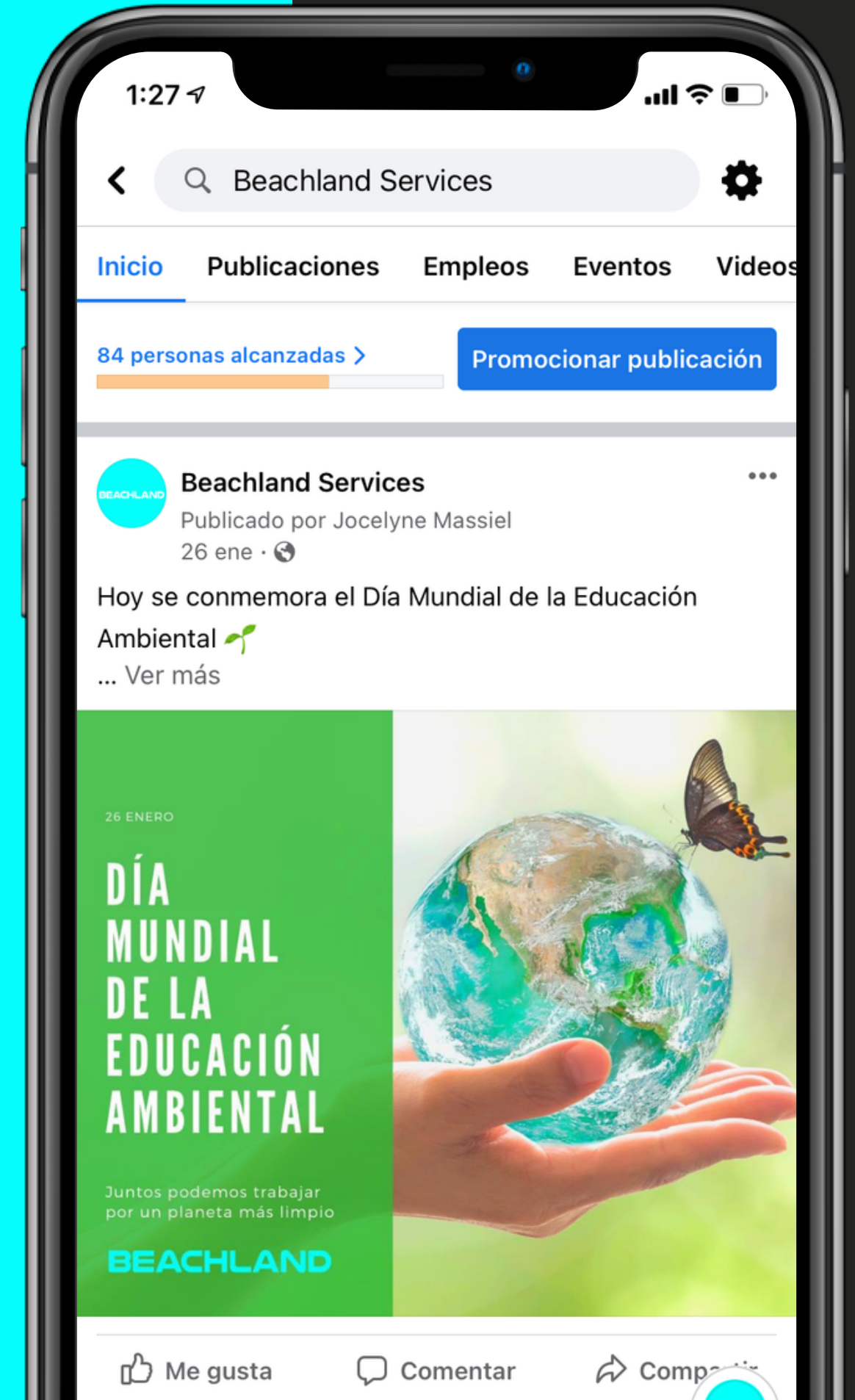
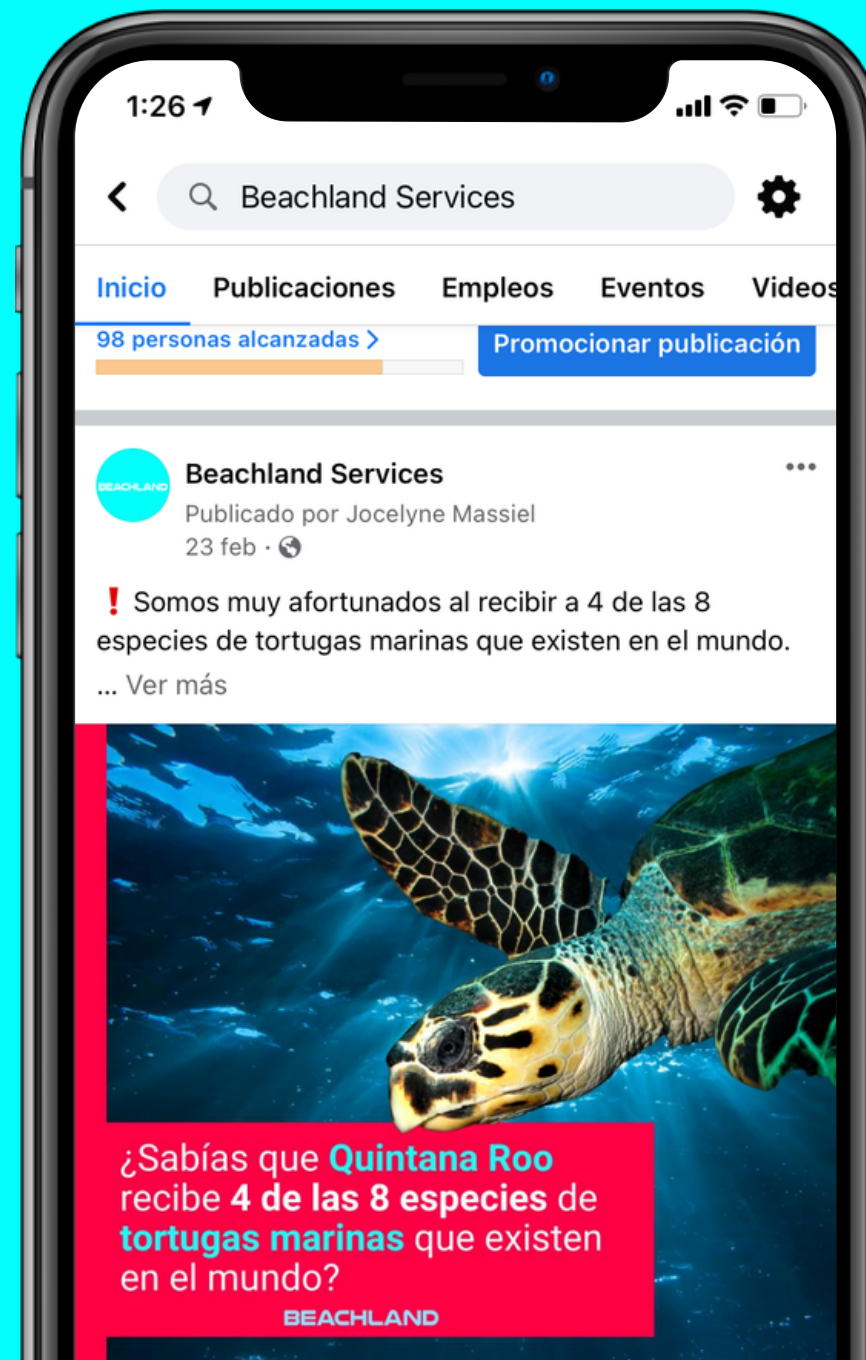
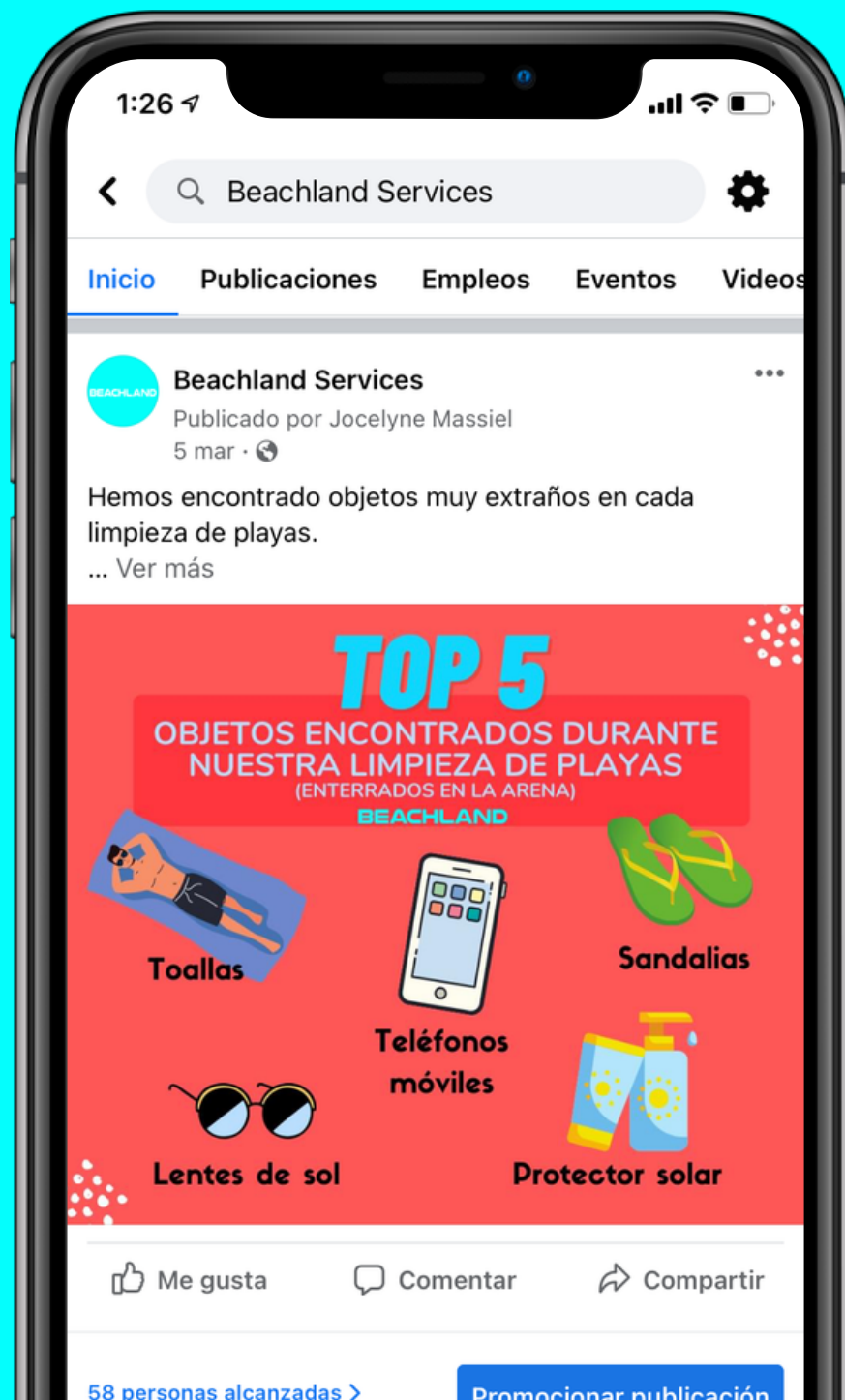
Difusión:

Gobierno:



Social Media awareness plan

The company has a social media program where the main objective is to generate a community that starts doing actions to take care of the environment, especially ocean care and ocean pollution.. The main channel of the mentioned community is Facebook, where the strategy is to post relevant information on pollution, ecological tips, information gathered on our cleanups or research on sensitive matters. We want to impact as many people as possible for the benefit of our oceans and our planet.



MEASUREMENT OF ACTIONS

Apart from complying with the Federal Law stated by the Secretariat of the environment and natural resources and the laws applicable to the Technical Guidelines and Management for Attention to Contingency Caused by Sargassum in the Mexican Caribbean and the Gulf of Mexico, the company formalized the internal normative of its operations in field that have direct influence on the flora and fauna.

Another result is the reduction in consumption of some materials and the recycling of many others, such as plastic bottles, cans, metal and carton. The electric consumption decreased in the last 6 months due to the air conditioner rules and now the employees are committed to the recycling program, because at the end the money collected from those materials is given to them. Special containers have been set on the facilities for separating different materials so they can be recycled. There has also been a significant reduction on the paper expenditure, almost 50% less compared to 2018. The success of these policies are also a success of our team, we needed all staff to be oriented and motivated to participate in these activities.

An important part was the formalization of the biodiversity protocol, now employees know that they are the guardians of the day and save on average 5 animals per week excluding the times they identify a turtle nest, where the number of saved animals increases considerably. The company complies with the provisions of the official Mexican standard norm NOM-162-SEMARNAT-2012, which establishes the specifications for the protection, recovery and management of sea turtle populations in their nesting habitat. From May to October, especially on full moon days, our staff pays special attention to the sand in order to identify the marks of a recent turtle nest so they can call the authorities in charge of taking the eggs to a safe place away from illegal traffickers and predators. Once 100% of the eggs have been retrieved then we can continue our operations in that area.

Also the company was a sponsor of the most important beach cleanup event of the year, the company supports this cause because Ocean Conservancy fights for the same as us: clean oceans for everyone. We allied with 36 other Mexican organizations in order to make this event happening at the same time in other 111 countries, as a result there were 210 volunteers, 87.5 kgs of trash collected in 4km. To keep this altruist labor, the company has a program of environmental education and conscientization, mainly on the beach and ocean pollution. They are communicating with the world the main issues that the sargassum crisis brings but also other ocean pollution related problems. Social media is the perfect tool for these, the community on Facebook right now is growing slowly, almost 500 followers, but the objective is to get more exposure of our research on environmental solutions.

8. ANTI CORRUPTION





ACTIONS:

Beachland Services is proud to lead all its operations and business relationships in an ethical manner. For this reason it has established a zero-tolerance policy on bribery and corruption, according to which all Collaborators must adhere to the laws in force in these matters. We are committed to the ethical conduct of its operations under the values fundamental principles of integrity, loyalty and respect, as well as compliance with the legislation on anti-corruption applicable in Mexico and similar laws in other countries. In order to endorse and reinforce compliance with this commitment, the company created this Anti-Corruption Policy, so that, together with the Code of Ethics, as well as other internal policies and procedures, all acts of Bribery and Corruption will be avoided.

ANTI CORRUPTION POLICY BEACHLAND SERVICES

- BRIBERY AND ANTI-CORRUPTION

Bribery is considered to be various acts that can be presented in many ways. Cash, gifts of any kind, meals, travel, entertainment, loans, donations, political contributions, and job offers. None of the above can be used to influence any type of decision. Regardless of the context, you will not be bribed by any means to benefit or influence any client, provider, public servant or member of any interest group.

- CONFLICT OF INTEREST

We define conflict of interest when the private interest interferes in any way with the interests of the company. All our employees and collaborators must avoid a conflict of interest in any activity of the company by which a family member, friend or acquaintance is benefited; putting this relationship as a priority before the company.

- CONFIDENTIALITY A

All our stakeholders can find our Privacy Notice on the website <http://www.beachland.mx/>. In compliance with the requirements set forth in Art. 15 and 16 of Federal Law of Access to Information and Data Protection. All personal information collected by the company will not be disclosed to third parties by any written or digital means.

NOTICE OF PRIVACY

In accordance with the provisions of the Federal Law on Protection of Personal Data in Possession of Individuals, Beachland Services makes the following notice of Privacy.

Beachland Services, is responsible for the use and protection of your personal data, in this sense and meeting the legal obligations established in the Federal Data Protection Law Personal in Possession of Private Parties, through this instrument informs the holders of the data, the information that is collected from them and the purposes that will be given to said information.

In addition to the above, we inform you that Beachland Services has its address located in: Blvd. Kukulcán Km 3.5, Col. Zona Hotelera. Plaza Nautilus Local 13 and 14. Cancún, Quintana, Roo.

The personal data that we collect from you will be used for the following purposes, the which are necessary to specify our relationship with you as well as attend the services and / or orders you request: create a database for the exclusive use of the company about our clients, suppliers and volunteers as well as the sending of promotions, calls and other promotional material that the company considers pertinent to maintain a direct relationship.

To carry out the purposes described in this privacy notice, we will use the following personal data: Name, phone, email, occupation, gender and age.

On the other hand, we inform you that your personal data will not be shared with any authority, company, organization or person other than us and will be used exclusively for the stated purposes.

You have at all times the right to know what personal data we have about you, in order to what we use them and the conditions of use that we give them (Access). It is also your right request the correction of your personal information if it is outdated, inaccurate or incomplete (Rectification); Similarly, you have the right to have your information deleted from our records or databases when you consider that it is not being used properly (Cancellation); as well as to oppose the use of your personal data to specific purposes (Opposition). These rights are known as ARCO rights.

For the exercise of any of the Arco rights, the respective request must be submitted to via the following email: joce.moreno@beachland.mx

The foregoing will also serve to know the procedure and requirements for the exercise of the ARCO rights, however, the request to exercise these rights must contain the following information: Name, telephone, email and reason for the request In any case, the response to the request will be given in 5 business days.

It is worth mentioning that at any time you can revoke your consent to the use of your personal data. In the same way, you can revoke the consent that, in your case, you have granted us for the processing of your personal data. Also, you must consider that for certain purposes, the revocation of your consent will imply that we cannot continue to provide the service you requested, or the conclusion of your relationship with us.

To revoke the consent that you grant in this act or to limit its disclosure, you must submit the respective request through the following email: joce.moreno@beachland.mx In the same way, you can request the information to know the procedure and requirements for the revocation of consent, as well as limiting the use and disclosure of your personal information, however, these requests must contain the following information: A letter requesting the revocation with the applicant's full name and email to the that you will be given the notification of confirmation of revocation of consent for the use of personal data by Beachland Services. In any case, the response to the requests will be announced within 5 business days.

There is the possibility that in future dates we make changes to our business model. Therefore, we promise to keep you informed about the changes that the present privacy notice. You can request information on whether he has suffered any change through the following email address: www.beachland.mx

Last update: 27 / March / 2020

MEASUREMENT OF ACTIONS

By making a written document, Beachland Services has set a formal precedent on which activities are not allowed as part of the anti-corruption policy, so there is no doubt on which actions are part of an unethical behavior that affects the company and its surroundings. Sometimes it may appear easy to break the line on bribery and all of our collaborators now know what is taken on account for not breaking the law and committing any kind of corrupt conduct.

Also the company implemented administrative security measures in place, technical and physical to protect our stakeholders personal data, same as equally we demand that they be complied with by the service providers we hire, even in the case of services provided by subsidiaries or customers themselves. The company will not share the information of any stakeholder with third parties and only very few people are in charge of securing all the sensitive data.

9. REFERENCES: CONACYT, 2019. Arribazón de sargazo a las costas mexicanas. Consejo Nacional de Ciencia y Tecnología. <https://www.conacyt.gob.mx/sargazo/index.php/materiales-de-consulta/18-materiales/99-arribo-de-sargazo-a-las-costas-mexicanas-2> Roffs. (2019, Oct). *sargassum.fluitans.highlight*. Retrieved from Roffs: <https://www.roffs.com/2014/10/sargassum-identification-guide/sargassum-fluitans-highlight/> Secretaría del Medio Ambiente y Recursos Naturales (2021). Lineamientos Técnicos y de Gestión para la Atención de la Contingencia Ocasionada por Sargazo en el Caribe Mexicano y el Golfo de México. Pages 50 Secretaría del Trabajo y Previsión Social (STPS) & Secretaría de Salud (2020). Guía de acción para los centros de trabajo ante el Covid-19. 36 Pages. SEMAR, 2015. Arribazón de sargazo en las costas de Quintana Roo. Secretaría de Marina. <https://digaohm.semar.gob.mx/oceanografia/SargazoSEMAR.html> Solano, R. (2019, Julio). Sargazo 2019: Efectos en el Caribe. Retrieved from Monex: <https://www.monex.com.mx/portal/download/reportes/SARGAZOBRJR%20FINAL.pdf>