

Mexico City, February 27th, 2020

Rotoplas ratifies its commitment to gender equality

Grupo Rotoplas S.A.B. de C.V. (BMV: AGUA) ("Rotoplas" or "the Company"), the leading provider of water products and services in the Americas, announces that, aware of the current situation in Latin America, it has decided to ratify its commitment to gender equality, and has established as priority the following initiatives that contribute to the well-being of the society:

- ④ Provide continuity to the annual gender wage gap analysis, following the principle of equal pay for work of equal value. Likewise, it will initiate its endorsement process to the "Gender Equality Seal" led by the United Nations Development Programme (UNDP).
- ④ Keep up with the analysis and communication of its solutions' contribution to the Sustainable Development Goal number 5 part of the 2030 Agenda of the United Nations (UN), gender equality.



Currently Rotoplas aids women and children living in developing communities by facilitating access to safe water, enabling them to become more in control of their time, thus reducing school absenteeism and empowering women's development outside their home. Furthermore, with its sanitation solutions, Rotoplas contributes to reducing the incidence of gastrointestinal and respiratory infectious diseases.

- ④ Reinforce and provide training on the "Confía Rotoplas" complaint platform so the cases received are solved properly. Violations of the Code of Ethics and policies, such as harassment or workplace violence and gender-based discrimination, must be reported by telephone or within the digital platform, both managed by an independent third party for their channeling and correct resolution.

- ④ Publish the Gender-based violence protocol, which provides structure and certainty for complaint resolution, as well as giving training to employees on its use.
- ④ Ensure compliance with Diversity Policy in which Rotoplas offers flexibility to facilitate the conciliation of work and personal life, extendable to any family model and situation of the collaborator.
- ④ Provide training to the workforce on the use of the EAP (Employee Assistance Program), a platform that, through psychological support, provides tools for the empowerment of women.
- ④ Develop a plan to raise awareness about gender inequality and violence, as well as a roadmap for training on diversity issues targeting collaborators of all levels of the organization, with special emphasis on the groups identified as most vulnerable.

Rotoplas, like the UN, believes that "Gender equality is not only a fundamental human right, but the necessary foundation for a peaceful, prosperous and sustainable world."

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About the Company

Grupo Rotoplas S.A.B. de C.V. is America's leading provider of individual and integrated water solutions for storing, piping, improving, treating and recycling water. With 40 years' experience in the industry and 19 plants throughout the Americas, Rotoplas is present in 14 countries and has a portfolio that includes water services and 27 product lines. Grupo Rotoplas has been listed on the Mexican Stock Exchange (BMV) under the ticker "AGUA" since December 10, 2014.

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