

2018 NEMAK GRI INDEX

STD NUMBER	STANDARD	ANSWER/LOCATION	MATERIAL ASPECT	SDG 2030	STATUS
Strategy and Analysis					
102-14	Statement from senior decision-maker.	Pages 6-8.			Fully
102-15	Key impacts, risks, and opportunities.	Pages 6-8.			Fully
Company's profile					
102-1	Name of the organization	Nemak, S.A.B. de C.V., page 2.	Obligatory		Fully
102-2	Activities, brands, products, and services	Page 4.	Obligatory		Fully
102-3	Location of headquarters	Page 3.	Obligatory		Fully
102-4	Location of operations	Page 3.	Obligatory		Fully
102-5	Ownership and legal form	Nemak, S.A.B. de C.V.	Obligatory		Fully
102-6	Markets served	Págs. 3, 13.	Obligatory		Fully
102-7	Scale of the organization	Page 2.	Obligatory		Fully
102-8	Information on employees and other workers	Page 2.	Labor practices	SDG 8: Decent work and economic growth.	Partially
102-9	Supply chain.	This information is not available.	Relations with clients and suppliers		Partially
102-10	Significant changes to the organization and its supply chain	In 2018 there were no significant changes in our operations.			Fully
102-11	Precautionary Principle or approach	We constantly carry out impact studies in all our operations in order to understand and analyze the risks and opportunities that we may face. In addition, as part of our reporting effort under the methodology of the Global Reporting initiative, using the G4 version of its protocol, in 2015 we conducted a materiality study that included a thorough analysis of the opinions and concerns of our stakeholders about our sustainable performance. The results of this study helped us focus our actions in social responsibility during 2018. We have also started aligning our actions and initiatives to the UN's Sustainable Development Goals.	Relations with shareholders; Responsibility on materials		Fully
102-12	External initiatives	In 2018 we subscribed to several external initiatives in favor of social responsibility, in order to expand our efforts in this area. Some of them are the United Nations Global Compact through ALFA, RED SumaRSE Nuevo León, Movimiento Congruencia, The Ontario Human Rights Act, among others.	Relationship with NGOs and regulatory agencies	SDGs 5, 8 and 16: Gender equality; Responsible production and consumption; Peace, justice and strong institutions.	Fully
102-13	Membership of associations	In 2018, we were affiliated with 43 associations and chambers that aim to promote the sustainable development of the industry and its stakeholders.	Relationship with NGOs and regulatory agencies	SDG 17: Partnerships for the goals.	Fully
Material aspects and report coverage					
102-45	Entities included in the consolidated financial statements	We report our financial status and our progress in sustainability in a single integrated report. The consolidated financial statements of Nemak can be consulted starting on page 19.	Relation with shareholders		Fully
102-46	Defining report content and topic Boundaries	Page 13.	CSR Management		Fully
102-47	List of material topics	Page 13.	CSR Management		Fully
103-1b	Explanation of the material topic and its boundary	Page 13.	CSR Management		Fully
103-1c	Explanation of the material topic and its Boundary	The option chosen for this report is Comprehensive, according to the parameters of the G4 version of the Global Reporting Initiative. This means that each indicator of each identified material aspect is completely answered.	CSR Management		Fully
102-48	Restatements of information	In 2018 there were no restatements of information.	Obligatory		Fully

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102-49	Changes in reporting	In 2018 there were no significant changes in the scope and coverage of each material aspect with respect to previous reports.	Obligatory		Fully
Stakeholders engagement					
102-40	List of stakeholder groups	Page 13.	Relationship with NGOs and regulatory agencies		Fully
102-41	Percentage of employees covered by collective agreements.	81%	Labor practices	SDG 8: Decent work and economic growth.	Fully
102-42	Identifying and selecting stakeholders	We base the level of involvement with our groups according to the degree of impact we have on them, and vice versa.	Relationship with NGOs and regulatory agencies	SDG 17: Partnerships for the goals.	Fully
102-43	Approach to stakeholder engagement	Page 13.	Labor practices; Relationship with NGOs and regulatory agencies; Relations with clients and suppliers	SDG 17: Partnerships for the goals.	Fully
102-44	Key topics and concerns raised	Págs. 28-30.	Relationship with NGOs and regulatory agencies	SDG 17: Partnerships for the goals.	Fully
Company's profile					
102-50	Reporting period	January 1st to December 31st, 2018.	CSR Management		Fully
102-51	Date of most recent report	Publication date: February 28th, 2018, includes the reporting period from January to December 2017.	CSR Management		Fully
102-52	Reporting cycle	Annual.	CSR Management		Fully
102-53	Contact point for questions regarding the report	Ing. Ricardo Martínez, Global Communications Manager, Nemak, Tel: +528187485281	CSR Management		Fully
102-54	Claims of reporting in accordance with the GRI Standards	The chosen option for this report is Core.	CSR Management		Fully
102-55	GRI content index	Present.	CSR Management		Fully
102-56	External assurance	This report does not have external verification.	CSR Management		Fully
102-56	External assurance	In Nemak we do not have an established policy regarding external verification practices, but this practice is put into consideration for each reporting cycle. It is important to mention that once it has been decided that it will be carried out, the verifying agency is expected to have the necessary information and not have a working relationship with the consulting agency that supports us in the development of the report.	CSR Management		Fully
Governance					
102-18	Governance structure	Pages 21-23.	Corporate governance		Fully
102-19	Delegating authority	Page 23.	Corporate governance		Fully
102-20	Indicate if there are executive positions in the organization or with responsibility for economic, environmental and social issues, and if their holders report directly to the highest governing body.	Effective in 2018, the CEO delegated responsibility for the development and execution of Nemak's Sustainability Strategy to the VP of Product Development, Manufacturing and Purchasing. This includes delivering regular updates to a designated Board Member who provides support and guidance on sustainability-related initiatives at the Company.	Corporate governance		Fully

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102-21	Consulting stakeholders on economic, environmental, and social topics	The concerns expressed by our stakeholders through the various means of communication with which we have, are transmitted to the highest governing body through the governing body of the areas to which it corresponds to respond to them.	Corporate governance	SDG 16: Peace, justice and strong institutions.	Fully
102-22	Composition of the highest governance body and its committees	Pages 21-23.	Corporate governance	SDG 5 and 16: Gender equality; Peace, justice and strong institutions.	Fully
102-23	Chair of the highest governance body	Page 23.	Corporate governance	SDG 16: Peace, justice and strong institutions.	Fully
102-24	Nominating and selecting the highest governance body	Page 23. COMPLEMENT: The members of the Board of Directors are chosen based on their professionalism, business background, leadership, experience and congruence with Nemak's values. No distinction is made for diversity factors such as gender, race, nationality and / or personal beliefs.	Corporate governance	SDG 5 and 16: Gender equality; Peace, justice and strong institutions.	Fully
102-25	Conflicts of interest	Page 23.	Corporate governance	SDG 16: Peace, justice and strong institutions.	Fully
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 23.	Corporate governance		Fully
102-27	Collective knowledge of highest governance body	Each year the learning dynamic within Nemak is strengthened in all areas of the company, including our management team. This year, thanks to the materiality process carried out in 2015, which directly involved the managers, and whose results were presented to them as a way to inform Nemak's future strategy as a whole, we managed to strengthen the company's sustainability strategy. In addition, we continued to participate in Alfa's Sustainability Week, which allowed us to share best practices as well as knowledge transfer.	Corporate governance		Fully
102-28	Evaluating the highest governance body's performance	There are several evaluation methods for directors that measure various factors: from attending the Board meetings and the committees to which they belong, to their participation in the deliberations and in the effectiveness of the strategic decisions taken.	Corporate governance		Fully
102-29	Procesos de gestión de riesgos del órgano superior de gobierno.	This information is considered confidential.	Corporate governance		Fully
102-30	Effectiveness of risk management processes	The Board of Directors follows procedures in accordance with those established by the corporate governance standards contemplated in the Mexican Securities Market Law and the Code of Best Corporate Practices. In addition, it relies on the Audit, Corporate Practices, and Planning and Finance committees to review the company's strategy, management, and results, which include environmental and social issues. The evaluation is based on compliance with the Nemak criteria, its business strategy and investment policy: business related to current operations, strengthening of the competitive position, attractive markets (profitability and growth), generation of synergies and assurance of the competitiveness of the value chain.	Corporate governance		Fully
102-31	Review of economic, environmental, and social topics	These issues are considered and analyzed in the meetings of the Board of Directors, which are bimonthly and occur six times a year. It is important to highlight that the guidelines established in the ALFA Code of Ethics and the 10 Principles of the UN Global Compact are considered in all decisions and actions taken by the members of the Board.	Corporate governance		Fully
102-32	Highest governance body's role in sustainability reporting	VP of Product Development, Manufacturing and Purchasing.	Corporate governance		Fully
102-33	Communicating critical concerns	This takes place during the quarterly meetings held by the Council.	Corporate governance		Fully
Ethics and integrity					

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102-16	Valores y principios de la organización.	www.nemak.com/about-us	Obligatory		Fully
102-17	Describe los mecanismos internos y externos de asesoramiento en pro de una conducta ética y lícita, y para los asuntos relacionados con la integridad de la organización, tales como líneas telefónicas de ayuda o asesoramiento.	As a part of ALFA, Nemak has the Integrity and Transparency Helpline in order to give more transparency, confidence and security to their relationships with stakeholders. Please refer to www.nemak.com/#	Obligatory	SDG 13: Climate action.	Fully
Economic performance					
201-1	Direct economic value generated and distributed	Page 5.	CSR Management; Wealth distribution	SDG 8: Decent work and economic growth.	Fully
201-2	Financial implications and other risks and opportunities due to climate change	Pages 9 -12.	Wealth distribution; Climate change and emissions strategy	SDG 13: Climate action.	Fully
201-3	Defined benefit plan obligations and other retirement plans	Pension plans, support for education and medical assistance are available to 100% of ALFA's employees, and the pension system is a fixed contribution plan to which the company and its employees contribute the same amount, which goes from 4 to 17% of the total salary of the employee and varies according to the applicable labor regulations. The resources to cover these benefits are contributed 100% by the company.	Labor practices	SDG 8: Decent work and economic growth.	Fully
201-4	Financial assistance received from government	Nemak does not receive significant aid granted by government agencies.	Relationship with NGOs and regulatory agencies		Fully
Market presence					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Nemak has operations around the world, and each country, including each region, has its own regulations on human resources. However, Nemak is aligned with the policies of equal opportunities and fair labor practices, which means that the average minimum wage is higher than that established by law, regardless of gender, in each country where Nemak operates.	Labor practices	SDG 8: Decent work and economic growth.	Fully
202-2	Proportion of senior management hired from the local community	Approximately 90% of managers come from the same community where the operation is located.	Community engagement	SDG 11: Sustainable. cities and communities	Fully
Indirect economic impacts					
203-1	Infrastructure investments and services supported	Page 18.	Wealth distribution	SDG 1: No poverty.	Fully
203-2	Significant indirect economic impacts	Our specialty as a company is the manufacture of light automotive parts. Therefore, our products have a positive impact on the fuel consumption of the vehicles in which they are used. However, we have not quantified these impacts accurately by the end of 2018.	Wealth distribution	SDG 1, 2, 3, 8, 10 and 17: No poverty; Zero hunger; Good health and wellbeing; Decent work and economic growth; Reduced inequalities; Partnerships for the goals.	Partially
Prácticas de adquisición					
204-1	Proportion of spending on local suppliers	Page 14.	Community engagement	SDG 8: Decent work and economic growth.	Fully
ENVIRONMENT					
Materials					
301-1	Materials by weight or volume	In 2108 we processed 320,000 tons of aluminum in our operations.			Fully

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301-2	Recycled input materials used	Pages 12 and 14.	Climate change and emissions strategy	SDGs 8 and 12: Decent work and economic growth; Responsible production and consumption.	Fully
Energy					
302-1	Energy consumption within the organization	Page 16.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-2	Energy consumption outside of the organization	Page 16.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-3	Energy intensity	Page 16.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-4	Reduction of energy consumption	In 2018 the energy intensity was of 13.6 GJ per ton produced. We have made the commitment to develop an SBT (science-based target) of energy efficiency and reduction by 2021.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
302-5	Reductions in energy requirements of products and services	Product emissions improvement from Sigma do Dragon (Marcus Osti). Similar power from an old generation I4 1.6L Sigma to an I3 1.5L Dragon.	Energy efficiency	SDG 7, 8, 12 and 13: Affordable and clean energy; Decent work and economic growth; Responsible production and consumption; Climate action.	Fully
Water					
303-1	Water withdrawal by source	Page 16. COMPLEMENT: In 2018 we withdrawn a total of 9,171,438 million cubic meters of water from these sources: 7,753, 537 m3 from municipal sources; 1,237,579 m3 from wells and 180,874 m3 from rivers.	Water management	SDG 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.	Fully

303-2	Water sources significantly affected by withdrawal of water	No water source was significantly affected by Nemak in 2018.	Water management	SDG 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.	Fully
303-3	Water recycled and reused	Page 16.	Water management	SDG 6, 8, 12 and 14: Clean water and sanitation; Decent work and economic growth; Responsible production and consumption; Life below water.	Fully
Biodiversity					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nemak México and Dillingen (Germany) are both located in high biodiversity areas. NEMAK Monterrey operates a preservation program in its 7,500 m ² of yucca-cassava gardens. In addition, actions of care and protection of biodiversity are carried out. The NEMAK plant in Saltillo, which is not near a protected area, carries out conservation activities in a 1.5-hectare nursery.		SDG 15: Life on land.	Fully
304-2	Significant impacts of activities, products, and services on biodiversity	Nemak's operations do not affect these areas.		SDG 15: Life on land.	Fully
304-3	Habitats protected or restored	See Standard 304-1.		SDG 15: Life on land.	Fully
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our operations do not affect vulnerable or endangered species.		SDG 15: Life on land.	Fully
Emissions					
305-1	Direct GHG emissions (Scope 1)	Page 16.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-2	Energy indirect (Scope 2) GHG emissions	Page 16.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-3	Other indirect (Scope 3) GHG emissions	These emissions are not measured.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully

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305-4	GHG emissions intensity	Page 16.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-5	Reduction of GHG emissions	Page 16. We have made the commitment to develop an SBT (science-based target) of emissions reductions by 2021.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
305-6	Emissions of ozone-depleting substances (ODS)	Nemak's operations do not have these emissions.	Climate change and emissions strategy	SDGs 3, 12, 13, 14 and 15: Good health and wellbeing; Responsible production and consumption; Climate action; Life below water; Life on land.	Fully
Effluents and waste					
306-1	Water discharge by quality and destination	In 2018, the discharges of water of our operations were distributed as follows: 72251.157 m3 to wells, 8,066,049 m3 to municipal sewage, 109,882 m3 to treatment plants and 25,000 m3 to others. The quality of water discharged was according to regulations in every country we operate.	Water management	SDGs 3, 6, 12 and 14: Good health and wellbeing; Clean water and sanitation; Responsible production and consumption; Life below water.	Fully
306-2	Waste by type and disposal method	Approximately 1,254,809 tons of waste were disposed. 64,039 tons were reused; 711,934 tons were recovered; 610 tons were incinerated; 116 tons were composted; 443,477 were sent to landfill and 34,617 were disposed by other methods.		SDGs 3, 6 and 12: Good health and wellbeing; Clean water and sanitation; Responsible production and consumption.	Fully
306-3	Significant spills	In 2018 there were no significant spills from our operations.		SDGs 3, 6, 12, 14 and 15: Good health and wellbeing; Clean water and sanitation; Responsible production and consumption; Life below water; Life on land.	Fully
306-5	Water bodies affected by water discharges and/or runoff	In 2018 there were no water bodies or habitats affected by Nemak's operations runoffs.		SDGs 6 and 15: Clean water and sanitation; Life on land.	Fully
Materials					
301-2	Recycled input materials used	Page 16.	Climate change and emissions strategy	SDGs 8 and 12: Decent work and economic growth; Responsible production and consumption.	Fully
Compliance					

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307-1	Non-compliance with environmental laws and regulations	In 2018 no fines were recorded for this concept.	Relationship with NGOs and regulatory agencies	SDG 16: Peace, justice and strong institutions.	Fully
Transport					
NA	Significant environmental impacts of the transport of products and other goods and materials used for the activities of the organization, as well as the transportation of personnel	Nemak's transportation operations do not generate a significant environmental impact. The transport of Nemak's products is carried out by subcontracted companies.	Climate change and emissions strategy	SDG 13: Climate action.	Fully
General					
NA	Breakdown of environmental expenditures and investments	Page 15.	Climate change and emissions strategy	SDG 13: Climate action.	Fully
Environmental assesment of suppliers					
308-1	New suppliers that were screened using environmental criteria	38% of new and current suppliers were examined based on these criteria. 738 suppliers in total.	Relations with clients and suppliers	SDG 12: Responsible production and consumption.	Fully
308-2	Negative environmental impacts in the supply chain and actions taken	Out of the 738 assesed suppliers, we found that only 5 of them had minor negative impacts.	Relations with clients and suppliers	SDG 12: Responsible production and consumption.	Fully
Compliance					
103-2	Number of environmental fines or sanctions.	In 2018 we paid 187,119 USD in 5 fines regarding environmental management.	Climate change and emissions strategy	SDGs 1, 5, 8 and 16: No poverty; Gender equality; Decent work and conomic growth; Peace, justice and strong institutions.	Fully
Labor practices					
Employment					
401-1	New employee hires and employee turnover	Total employee turnover rate: 15.6; voluntary employee turnover rate: 66.04.	Labor practices	SDGs 5, 8 and 10: Gender equality, Decent work and economic growth; Reduced inequities.	Fully
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The plant workers have bonuses, vacation premium, pantry bonuses, savings fund, recognition for years of service and pension plan. Temporary and part-time employees are not provided with the pension plan.	Labor practices	SDG 8: Decent work and economic growth.	Fully
Company-employees relation					
402-1	Minimum notice periods regarding operational changes	The minimum term is two weeks.	Labor practices	SDG 8: Decent work and economic growth.	Fully
Health and Safety					
403-1	Workers representation in formal joint management–worker health and safety committees	Nemak has operations around the world. Each country, and even each region, has its own regulations on human resources. The coverage of employees by collective agreements, in the countries where they exist, ranges from 60 to 100%.	Health and Safety	SDG 8: Decent work and economic growth.	Fully
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 18.	Health and Safety	SDGs 3 and 8: Good health and wellbeing; Decent work and economic growth.	Fully
403-3	Workers with high incidence or high risk of diseases related to their occupation	Approximately 30% of our employees participate in high-risk activities. The causes of this risk are the handling of flammable or dangerous materials, and work with energized equipment, in confined spaces or at heights. These risks are mitigated by the continuous evaluation in search of the best safety measures.	Health and Safety	SDGs 3 and 8: Good health and wellbeing; Decent work and economic growth.	Fully

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403-4	Health and safety topics covered in formal agreements with trade unions	Nemak health and safety committees have plans and programs. 100% of matters related to health and safety are covered in the formal agreements.	Health and Safety	SDG 8: Decent work and economic growth.	Fully
Capacitación y desarrollo					
404-1	Average hours of training per year per employee	Page 17. COMPLEMENT: Female staff: 16 hours; Male staff: 20 hours; Unionized: 16 hours; Non-unionized: 15 hours.	Labor practices	SDGs 4, 5 and 8: Quality education; Gender equality; Decent work and economic growth.	Fully
404-2	Programs for upgrading employee skills and transition assistance programs	Page 17.	Labor practices	SDGs 4, 5 and 8: Quality education; Gender equality; Decent work and economic growth.	Fully
404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of male staff: 79%; Female staff: 78.5%; Non-unionized: 87.5%; Unionized: 74%. Total average: 78.3%.	Labor practices	SDGs 4, 5 and 8: Quality education; Gender equality; Decent work and economic growth.	Fully
Diversity and equal opportunities					
405-1	Diversity of governance bodies and employees	Age (Male+Female) -25: 340 26-35: 1,736 36-45: 1,572 +46: 1,268 Successors for Executive positions: 85.19% Male 14.81% Female Female share of total workforce: 9% ; Females in all mgmt positions: 12%; Females in junior management positions 14%; Females in top management positions: 3% ; Females in management positions in revenue-generating functions: 7%.	Labor practices	SDGs 5 and 8: Gender equality; Decent work and economic growth.	Fully
Equal remuneration for men and women					
405-2	Ratio of basic salary and remuneration of women to men	There are no differences on the base salary for men and women, given that it is based on competences, not gender.	Wealth distribution	SDGs 5, 8 and 10: Gender equality, Decent work and economic growth; Reduced inequities.	Partially
Evaluation					
414-1	New suppliers that were screened using labor practices criteria	38% of new and current suppliers were examined based on these criteria. 738 suppliers in total.	Relaciones con clientes y proveedores	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully

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414-2	Negative labor practices impacts in the supply chain and actions taken	In 2018, no impacts on labor practices were identified in our supply chain.	Relaciones con clientes y proveedores	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Mecanismos de reclamación					
103-2	Number of complaints about labor practices that have been presented, addressed and resolved through formal grievance mechanisms.	In 2018 there were no claims on these concepts.	Labor practices	SDGs 1, 5, 8 and 16: No poverty; Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Human rights					
Investment					
412-2	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All of Nemak's investment contracts are reviewed in detail so that they meet the national and international criteria and standards of respect for human rights.			Fully
412-3	Employee training on human rights policies or procedures	27% of our staff received specific training on human rights, with one hour average.			Fully
No discrimination					
406-1	Incidents of discrimination and corrective actions taken	In 2018 these types of impacts were not identified.	Labor practices	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Freedom of association					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In 2018 these types of impacts were not identified.	Relations with clients and suppliers	SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Child labor					
408-1	Operations and suppliers at significant risk for incidents of child labor	In 2018, these types of impacts were not identified.	Relations with clients and suppliers	SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Forced labor					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In 2018 these types of impacts were not identified.		SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Safety practices					
410-1	Security personnel trained in human rights policies or procedures	In 2018, 36% of security personnel were trained in this subject.		SDGs 8 and 16: Decent work and economic growth; Peace, justice and strong institutions.	Fully
Indigenous people rights					
411-1	Incidents of violations involving rights of indigenous peoples	In 2018 there were no cases of violation of the rights of indigenous peoples.		SDGs 2 and 8: Zero hunger; Peace, justice and strong institutions.	Fully
Impact assessments					
412-1	Operations that have been subject to human rights reviews or impact assessments	100% of our operation centers make sure not to violate the human rights of their employees and communities.			Fully
Suppliers assessments					

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414-1	Percentage of new suppliers that were examined based on criteria related to human rights.	100%.	Relations with clients and suppliers	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
414-2	Significant negative impacts on human rights, real and potential, in the supply chain, and measures taken.	In 2018 these types of impacts were not identified.	Relations with clients and suppliers	SDGs 5, 8 and 16: Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Grievance mechanisms					
103-2	Number of human rights complaints that have been filed, addressed and resolved through formal grievance mechanisms.	In 2018 there were no complaints for this concept.			Fully
Community					
Local community					
413-1	Operations with local community engagement, impact assessments, and development programs	70% of our operations have community development and participation programs. 100% of them carry out impact evaluations on them.	Community engagement		Fully
413-2	Operations with significant actual and potential negative impacts on local communities	The negative effects on the communities that represent Nemak's operations stem from the nature of their industry.	Community engagement	SDGs 1 and 2: No poverty; Zero hunger.	Fully
Anticorruption					
205-1	Operations assessed for risks related to corruption	100% of our operation centers were evaluated on corruption risks.		SDG 16: Peace, justice and strong institutions.	Fully
205-2	Communication and training about anti-corruption policies and procedures	Nemak works in conjunction with Grupo Alfa for the dissemination of corporate policies, including the Anticorruption Policy. Between December 2018 and January 2019 the dissemination and implementation of the same takes place. In addition, the company's policies are mainly communicated through internal communication programs, departmental boards and the union. These policies are made public depending on the relevance.		SDG 16: Peace, justice and strong institutions.	Fully
205-3	Confirmed incidents of corruption and actions taken	In 2018, 240 complaints related to noncompliance with Nemak's policies and values were filed (including corruption cases). 85% of cases were addressed and investigated, and the rest remain under investigation. 46 people were separated from the company as a consequence, and 8 business relations were terminated.		SDG 16: Peace, justice and strong institutions.	Fully
Political contributions					
415-1	Political contributions	Nemak does not grant political contributions.	Relationship with NGOs and regulatory agencies		Fully
Unfair competition practices					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2018 there were no demands for this concept.	Relationship with NGOs and regulatory agencies	SDG 16: Peace, justice and strong institutions.	Fully
Compliance					
419-1	Non-compliance with laws and regulations in the social and economic area	In 2018 there were no demands for this concept.	Relationship with NGOs and regulatory agencies	SDG 16: Peace, justice and strong institutions.	Fully
Grievance mechanisms					

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103-2	Number of complaints about social impacts that have been presented, addressed and resolved through formal complaint mechanisms.	In 2018 there were no incidents for this concept.	Relationship with NGOs and regulatory agencies	SDGs 1, 5, 8 and 16: No poverty; Gender equality, Decent work and economic growth; Peace, justice and strong institutions.	Fully
Product responsibility					
Customers health and safety					
416-1	Assessment of the health and safety impacts of product and service categories	100% of the products offered by Nemak is subjected to constant evaluations of improvement in health and safety impacts.	Responsible criteria for product development		Fully
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2018 there were no demands for this concept.	Responsible criteria for product development	SDG 16: Peace, justice and strong institutions.	Fully
Information on products and services					
417-1	Requirements for product and service information and labeling	No material for our operations.		SDGs 12 and 16: Responsible production and consumption; Peace, justice and strong institutions.	Fully
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2018 there were no incidents for this concept.	Responsible criteria for product development	SDG 16: Peace, justice and strong institutions.	Fully
102-43 / 102-44	Approach to stakeholder engagement and key topics and concerns raised (clients' satisfaction rate)	96% of general satisfaction.	Relations with clients and suppliers		Fully
Responsible marketing					
102-2	Activities, brands, products, and services (products or services in dispute)	Nemak does not use nor produces products in dispute.	Responsible criteria for product development		Fully
417-3	Incidents of non-compliance concerning marketing communications	In 2018 there were no incidents for this concept.	Responsible criteria for product development		Fully
Customer privacy					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2018 no claims were filed for this concept.	Relations with clients and suppliers		Fully
Compliance					
419-1	Non-compliance with laws and regulations in the product and services supply and use	There were no such cases in 2018.	Relationship with NGOs and regulatory agencies		Fully