



TRADICION FAMILIAR • **SAGAL** • EXPERTOS EN CARNES
DESDE 1998

ANNUAL SUSTAINABILITY REPORT 2018

TECNOGLASS



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Letter from our **CEO**

Since our inception we have focused on working tirelessly to generate projects and initiatives that provide added value to all our stakeholders. One of the objectives as a company is to ensure that sustainability is immersed in each one of the activities that we develop and we have aligned our initiatives and strategies to the 10 principles universally accepted by Global Compact, as well as the Sustainable Development Goals in order to contribute to economic growth, sustainable society and environmental protection of our country.

When evaluating the actions carried out in 2018 and contained in this report, we are pleased with the excellent results obtained. Year after year, we reaffirm our commitment to the highest ethical standards and of corporate governance. In Tecnoglass we identify each challenge as an opportunity to contribute to the progress of the country, to be friendly to the environment

and to build a society more inclusive and sustainable over time. In the next chapters we show our administration and the routes traced in-hand with our employees, to achieve our set goals, always exploring new opportunities and new challenges.

We are excited to continue creating and implementing projects that aim to obtain greater profitability, growth, consolidation and diversification of markets through value creation and opportunities enabled by a transparent and efficient government, reflecting our commitment to sustainability.

José Manuel Daes
CEO Tecnoglass

Company profile

Tecnoglass Inc. (the “Company or “Tecnoglass”) consolidates a group of companies that are distinguished as leaders in the transformation of architectural glass, windows, doors, made-to-measure facades and aluminum products, serving the global industries of commercial and residential construction. Tecnoglass Inc. is the parent company of C.I Energia Solar S.A.S, Tecnoglass S.A.S, ESWindows LLC, GM&P Inc. and Componenti, LLC. As of December 31, 2018, Tecnoglass Inc.’s shares were listed on New York Stock Exchange (NASDAQ:TGLS) being Energy Holding Corporation the majority shareholder.



Glass Products



Windows and façades
of high specificity



Finished aluminum
products

ESWINDOWS

Import and distribution of products
manufactured by the group



GM&P CONSULTING & GLAZING CONTRACTORS INC.

Design and installation of
enclosure systems, engineering
consulting and installation services



Tecnoglass is headquarter in Barranquilla, Colombia, and operates from a state-of-the art industrial complex within an area of 260,000 square meters where its production process is integrated vertically. The Company has offices and commercial operations in Miami (United States), La Paz (Bolivia) and Pordenone (Italy). Tecnoglass is committed to continuous improvement of its product portfolio and the provision of services with the power of quality and innovation.

Its strategic location provides access to markets in the Americas (North, Central and South), the Caribbean and the Pacific. High-end products designated by the Company are located in some of the most distinctive properties in the world, as the airport El Dorado (Bogota), 50 United Nations Plaza (New York), Trump Plaza (Panama), Icon Bay (Miami) and Salesforce Tower (San Francisco).

The Company with over 30 years in the market has achieved growth rates higher than those of the industry in America, consolidating itself as:

No. **1**

In architectural glass transformation in
Colombia and Latin America.

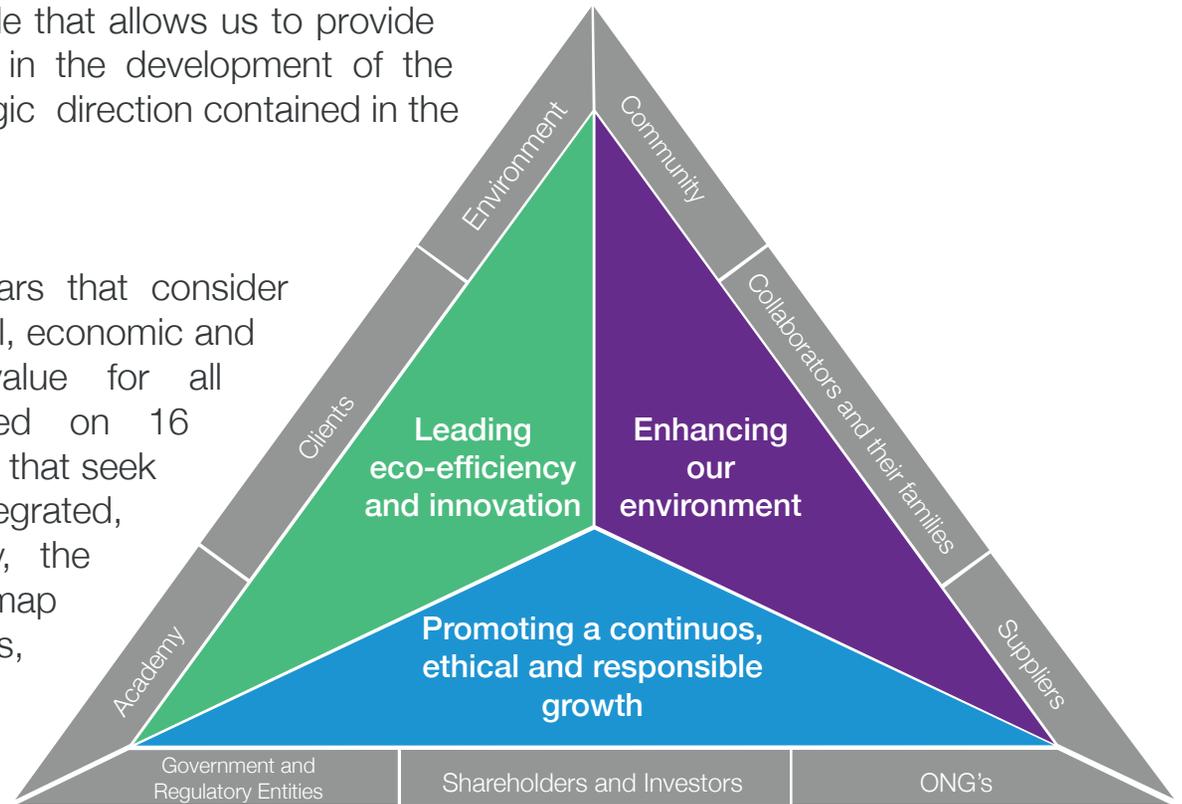
No. **2**

In the manufacture and transformation
of glass serving the United States market.

Sustainability Strategy

Our sustainability strategy is the vehicle that allows us to provide added value to all our stakeholders in the development of the business activities, within the strategic direction contained in the vision, mission and corporate values of the organization

The strategy is based on three pillars that consider variables such as social, environmental, economic and governance in the creation of value for all stakeholders. The model is based on 16 commitments, grouped in three pillars, that seek to ensure that sustainability is integrated, throughout our business. This way, the sustainability strategy is a clear roadmap to address our main impacts, consolidate new standards and achieve our goals.



Tecnoglass Inc. Sustainability Strategy

In the following sections we present each pillar of the Sustainability Strategy with its corresponding commitments.

4. Promoting a **continuous, ethical and responsible growth**

Our company offers to its stakeholders, innovative and high quality products, strengthening our business and brand in the construction industry. Also, we have communication strategies that allow us to strengthen relations through permanent channels of communication.

Committed to our corporate values, we promote and adopt good governance practices to ensure transparency in decision making and transaction providing responsible and ethical growth.



Commitments associated with the pillar of "Promoting continuous, ethical and responsible growth".

4.1 Achievements and Initiatives related to **Global Compact**

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



Conduct our business with integrity, ethics and transparency



Adopt best corporate governance practices that facilitate the decision-making and accountability

Logros 2018

- We decreased by 27% complaints presented through the hot-line, in comparison to the year 2017, thanks to the ethics and compliance program.
- We carried out campaigns for the dissemination of the code of conduct and trained 3.429 employees from different areas and in different cities, which correspond to 60% of the total of the workers.
- We carried out awareness-raising campaigns to publicize the guidelines on prevention of money laundering and financing of terrorism and corruption risks.
- We trained all new staff on ethics & compliance strategies, informing the controls for the integral management of AML, corruption and fraud risks.
- Internal control conducted quarterly monitoring of the leaders of our ethics and compliance program for the prevention of AML, with satisfactory results.
- We updated the methodology for counterparty segmentation.

2018 Achievements

- We divulged the guidelines established in our Compliance Manual in relation to gifts, attentions and entertainment among stakeholders
- We fully complied with the decision-making and accountability procedures that provide transparency in the relations with our stakeholders.

Initiatives to develop

- Encourage among our collaborators the adherence and application of the corporate values, developing a corporate culture as a pillar for the prevention of risks associated with AML, fraud and corruption.
- Have a standardized training process that allows us to reach all our stakeholders, in order to continuously socialize, ethics & compliance policies, driving positive change, transparency sustainability and inclusion.
- Achieve that all reports received through the hot-line are consultations and not complaints.

4.2 Compliance to our **commitments as a Customs-trade partner**



Position integral risk management as strategic factor for the organization

2018 Achievements

- We received from the relevant authorities the revalidation of the minimum requirements as Authorized Economic Operator in the category of security and facilitation.

We obtained the renewal of our qualification as C-TPAT tier 3 from the US customs and Border Protection.
- We developed and implemented the program of induction and re-induction of the requirements, controls and policies established for our certification as Authorized Economic Operator for the management of the security risks in the supply chain.
- Strengthened the training program at private security and operator of technological means for personnel in our security department based on the guidelines established by the Superintendence of Surveillance and Private Security.
- Carried out home visits and socio-economic studies of employees who occupy critical positions throughout the organization.
- The risk management procedure was updated base on the ISO 31000.

2018 Achievements

- Full training of our dispatch department in inspection of containers and loading units with the support of the National Police Department of Colombia.
- We updated the risk profile of our counterparties and carried out visits to their facilities in order to ensure compliance with safety and risk management standards in the supply chain.

Initiatives to develop

In the **next 2 years** we are looking for:

- Obtain the qualification as Authorized Economic Operator in the category of importers in the security and facilitation.
- Develop a technological tool that guarantees traceability in the importing process.
- Have a repeatable and standardized process for periodical monitoring the different processes associated with the security in the supply chain to ensure compliance with the minimum requirements of Authorized Economic Operator and C-TPAT Tier 3.

Innovative and High Quality Products



Adapt our offer and operation to new markets



Consolidate and protect our brand

2018 Achievements

- Certifications in management systems related to Health, Safety, Environment and Quality (HSEQ) under the international laws of ISO 9001:2015, ISO 14001: 2015 y OHSAS 18001:2007.
- Our products comply with the following national and international certifications:
 - NTC 1578:2011: Seal of product for safety glasses used in constructions, approved by ICONTEC
 - ANSI Z97.1-2015, CPSC 16 CFR 1201, CAN/CGSB 12.1-2017: Safety glass laminated and tempered, approved Safety Glazing Certification Council “SGCC”.
 - ASTM E2190: Insulated glass meets all guidelines and requirements for IGCC certification / IGMA approved by the Insulating Glass Certification Council and Insulating Glass Manufactures Alliance “IGCC”.
 - Vitro Certified International manufacturer.
 - License granted by Vitro to pre-selected projects to produce certain products coated with MSVD in the Solartec plant

- ❑ Good management of Sentry Glass products, Butacite and Trosifol, granted by Kuraray.
- ❑ NFRC (National Fenestration Rating Council) Products with energy efficiency.
- ❑ We belong to the following associations:
 - ❑ Technical committee 095 for glasses of ICONTEC.
 - ❑ Colombian association of glazed systems (ACOLVISE)
 - ❑ NOA (Notice of Acceptance) window products for all areas of Florida, including hurricane zones.
 - ❑ FBC (Florida Building Code) Hurricane protection products.
 - ❑ American Architectural Manufacturers Association (AAMA).
 - ❑ Colombian Council for Sustainable Construction.

Initiatives to develop

In the **next 2 years** we are looking to:

- ❑ Maintain the certifications of management systems and products.
- ❑ Manufacture new products with quality standards and get them duly certified.

Communication Strategies



Build trust relationships and communication mechanisms with our stakeholders

2018 Achievements

- We run various communication strategies to maintain continuous contact with our stakeholders and keep them updated in regards to architectural projects, new products and innovations, such as our magazine Nuestra Ventana (Our Window), social networks (Facebook, twitter and Instagram), brochures and catalogues, e-blasts, advertising campaigns and our web page, with which we have achieved:
 - National and international brand positioning.
 - Recall of brand and recognition for the quality of products.
 - We improved our percentage of customers thanks to the advertising and campaigns.
 - New negotiations with suppliers and customers.

- We addressed the concerns, doubts, complaints and service requests of our customers through the Help Desk Platform and the Service Tickets, providing immediate and effective attention to all complaints and non-conformities.

Initiatives to develop

- Establish additional internal communication channels with the employees of the organization to improve the working environment.
- Continue with the virtual platforms as main communication channel with international clients, strengthening relationships and trust.
- Address all requests, complaints, suggestions and non-conformities of customers in less time and with greater efficiency, providing a better service to this interest group.

4.3 Certifications and recognitions

The companies of the Tecnoglass group have the following certifications and recognitions framed within the pillar of *promoting continuous, ethical and responsible growth*:



Tecnoglass S.A.S. in 2018 received the Andesco Sustainability award, in the Best Market Environment category.



Tecnoglass S.A.S. in 2018 received from the Colombian Institute of Technical Standards and Certification (ICONTEC for its name in Spanish) a recognitions for its business work in favor of National Standardization for 20 years.years.



Tecnoglass has been SOX compliant since 2017 SOX, the acronym for Sarbanes-Oxley Act is the Sarbanes Oxley Law that seeks to protect shareholders and the general public against fraudulent accounting and practices of the companies to improve the accuracy of corporate disclosures.



In 2018, Tecnoglass and Energia Solar S.A.S ESWindows received the revalidation visit from the relevant authorities to maintain the authorization as an Authorized Economic Operator as Exporter in the Safety and Facilitation Category.



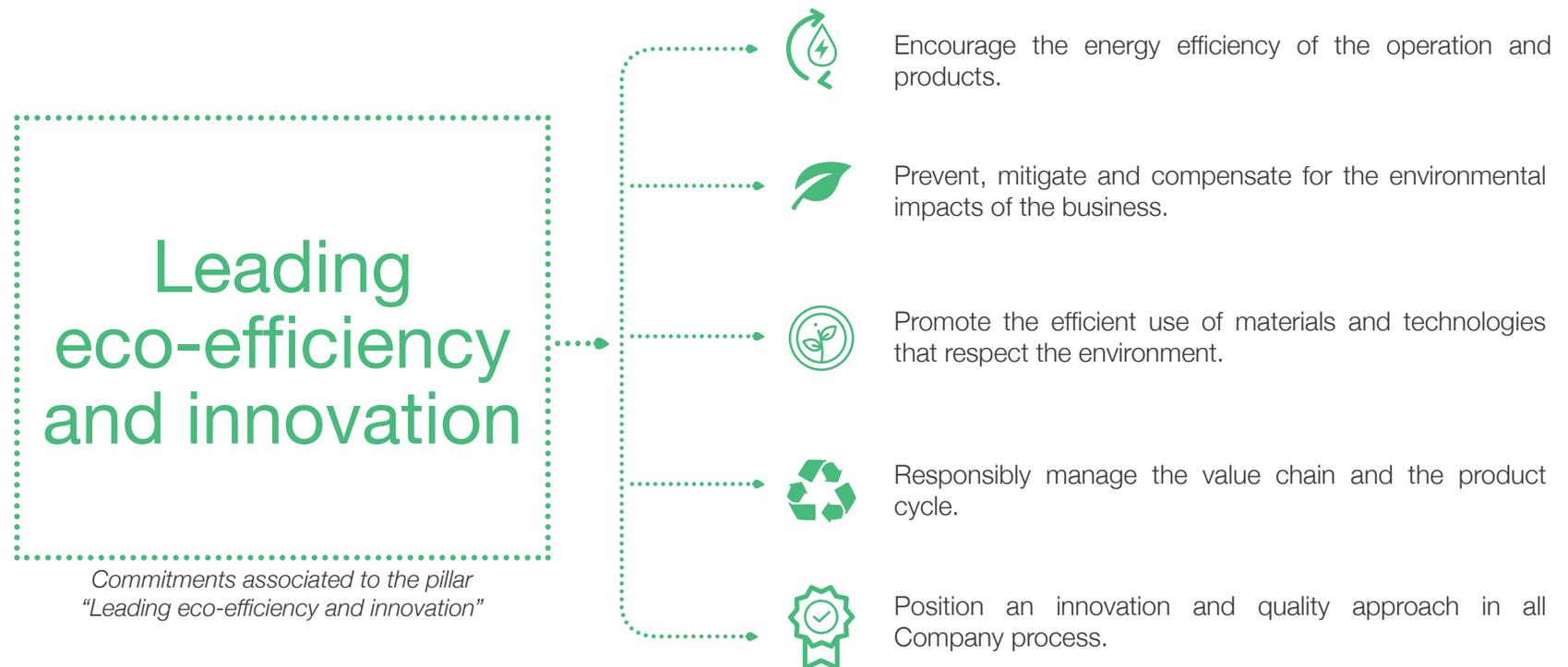
ESWINDOWS LLC has the CT-PAT Tier-3 (Customs Trade Partnership against Terrorism) certification as an importer, granted by the United States government which recognizes the highest level of security in the international supply chain.



In March 2018, "Semana" magazine included companies from the Tecnoglass Group, in the list of the 25 companies that contribute most to Colombia. Apart from the financial results, this distinction highlights its efforts to improve the quality of life of its employees, help the environment, promote sustainable, management and be morally responsible in its relationship with the state and the law.

5. Leading eco-efficiency and innovation

Our company is committed to mitigate and compensate the environmental impacts produced by the generation of waste and emissions, and the intensive use of energy in the development of our business, develops strategies for the efficient management of resources throughout the life cycle of our products and value chain. We implement initiative that promote environmental responsibility such as the generation of clean energy, the use the generation of clean energy , the use of resources, energy efficiency in manufacturing, to offer our customers innovative and high quality products friendly to the environment.



5.1 Achievements and initiatives related to **Global Compact**

Companies should support a precautionary approach to environmental challenges.



Prevent, mitigate and compensate the environmental impacts of the business



Responsible manage of the value chain and the product life cycle.

2018 Achievements

- We reduced water consumption in total by 18% in relation to 2017 while increasing sales by 18%. The amount consumed was 22,561m3.
- We reduce water consumption in production by 7% compared to 2017. The amount consumed was 5.27 m3/ton.
- We reused 100% of the reject water product of demineralization in reverse osmosis equipment, which represents 100% of the input water we receive from the supplier.
- We designed and implemented different strategies for the efficient use of water; some examples of these strategies are: Awareness campaigns called (All Against Waste) “Todos contra el Derroche”, (The Saving is me) “El ahorro soy yo” in Partnership with Triple A and Tecnisima.
- We made training on reverse osmosis and operating conditions to reduce water loss in water treatment process and optimize the operation.
- We had a daily log of operating conditions of osmosis to predict washes and stops in treatment plants.
- We jointly set up maintenance and environmental management areas to immediately address the substandard conditions identified.
- We monitored, reported and analyzed water leaks, internal and external maintenance of sources, studies and water quality test, among others.
- Also performed to the operative personnel on the handlings of valves to reduce the water consumption and to avoid its waste.



**Water Day
Campaign**



**Washing Hands
Campaign**



**PVC Tubes
Training**



**Reverse
Osmosis
Campaign**

Maintain water consumption indicator per person of 0.9 m3.

Maintain the indicators of reduction of water consumption in production obtained in 2018, so that the consumption does not exceed 5.27 m3/ton.

Design and implement new campaigns for efficient consumption and water savings in bathrooms and common areas for administrative staff with the support from suppliers.

Initiatives to develop

Achievements and Initiatives

related to **Global Compact**

Companies should encourage initiatives that promote greater environmental responsibility.



Promote the energy efficiency of the operation and products



Promote an innovation and quality approach in all the processes of the company

2018 Achievements

- We generated 11,625 MWH of clean energy since March 2017, the date the photovoltaic generation plant start-up and we have reduced 3800 tons of CO2 emitted to the environment.
- We decreased the consumption of electrical energy of 4,079 mwh/year, which equals to 36,361 MBTU / year of natural gas with the operation of a 400TR absorption chiller. This equals to a reduction of 2,144 TON of CO2 per year.
- We recovered the waste heat from a 1750 Kwe natural gas Cummins engine to produce 420 TR in absorption chiller: This production of cold implied the exit of operation of a set of electric chillers with an equivalent consumption of electrical energy of 480 kw.
- We increased the efficiency of the energy generation system from 38% to 61%, reducing the company carbon footprint and energy costs.
- Make changes in the technology of production lines for greater energy efficiency, fully automated that will be powered by photovoltaic energy located in the Solartec plant.

Initiatives

to develop

Achievements and Initiatives related to **Global Compact**

Companies must promote the development and diffusion of environmentally friendly technologies.



Promote the use of efficiency materials and technologies that respect the environment

2018 Achievements

- We implemented in a 100% a environmental training program, in which 2,619 people were trained in the following topics: separation at the source of solid waste (hazardous and non-hazardous), integral waste management and efficient use of water resources.
- We carried out training and support in the jobs of the company employees, focused on the reduction of waste generation and also classification at the source and the use of the waste generated.
- We reduced 6.7% of glass waste in respect to 2017 and took advantage of 100% of the glass used (13.90 ton).
- We collected 16.51 tons of used oil and we took full advantage of it's as an industrial fuel. The use increased by 200% compared to the previous year.
- We addressed 92 kilos of used batteries to Mac Johnson's post-consumption program, making three times more the recovery compared to the previous year.
- We increased the use of electrical waste and electronic equipment RAEES by 50.7% compared to the previous year and also recycle 1.085 kilos.
- We coordinated the return of waste for post-consumption, such as toners, cartridges, RAEES- HP Planet partners Program, batteries- Mac Batteries, Batteries- Program Stacks with the Environment

2018 Achievements

- We reused 100% of Canadian pine wood mats for the manufacture of boxes that are used in the packaging of the finished product.
- The waste generated in the year corresponds to: 45% year of recoverable Residues, 32% of non-Recoverable Waste and 23% of hazardous Waste.
- We deliver to specialized organizations materials to recycle: 115 tons of plastic, 169.5 tons of scrap, 203, 23 tons of paper, 51, 99 tons of cardboard, 172.8 tons of PVB and Sentry and 138 tons of aluminum.



Environment
Celebration Day



Waste
Classification Campaign



- We reduced the generation of non-recoverable waste by 21% compared to 2017.
- We carried out waste sorting campaigns to take advantage of the waste generated in each of the processes and reduce the amount of waste sent to the landfill.
- We increased waste recycling by 42% obtaining the highest result of the last three years.



Glass Clasification
Campaign



International Recycle Day
Celebration

Initiatives to develop

- Promote and continue campaigns of classification of colorless glass to optimize its use.
- Carry out more campaigns to promote responsible consumption and citizen culture from the models of the “R” s (reduce, recycle, reuse and responsibility).
- Review waste treatment alternatives and disposal options to convert a non-recoverable waste into recoverable waste and implement it.
- Maintain exploitation, separation and classification of waste from the source to reduce the volume of waste generated (Waste goals per units produced: Non- recoverable waste 1.9 kg, recoverable waste 1.5 kg).

5.2 Fullfilment of commitments

Paperless Project



Promote the efficient use of materials and technologies that respect the environment

2018 Achievements

- We started the pilot test for the implementation of the Paperless Project, which has two objectives:

1. Eliminate the use of paper in the operative parts of the Company so that all the information is available in digital media, eliminating almost 100% of the printing documents in the engineering and design departments that are delivered to production.

2. Integrate all the information of all departments involved in the production process in a technological application so that it is an easy and quick way to access and thus to improve the reaction times and mitigate errors due to inconsistency in the information.

- We carried out the pilot test in the curtain wall line in ESW1 which was well received and understood by the operating staff and we corroborate the benefits of the project.

- We installed *wifi* in the warehouses of ESW1 and ESW2, to continue with the implementation of the Project.

Initiatives to develop

- Integrate the production lines of ESW1 and ESW2 into the Project to reduce paper consumption.
- Integrate information to improve production and engineering processes.

5.3

Certifications

and recognitions

Tecnoglass group companies have the following certifications and recognitions framed within the *pillar of eco-efficiency and innovation*



In the year 2018, the company C.I Energía Solar S.A.S ESWindows updated its environmental management system certificate based on the NTC ISO 14001 with the 2015 version. This shows the commitment with the management for the protection of the environment and mitigation of environmental impacts.



La Sociedad de Acueducto, Alcantarillado y Aseo de Barranquilla awarded for the third time C.I ENERGIA SOLAR S.A.S ESWindows for its good practices in the management of hazardous waste.



HP PLANET PARTNERS

HP Inc. Colombia recognized C.I Energía Solar S.A.S ESWindows for its participation in HP Planet Partners, an original HP laser jet toner return and recycling program that supports the Omacha foundation, a non-profit, non-governmental organization created to study, research and keep aquatic and terrestrial fauna and ecosystems in Colombia.

6. Enhancing our Environment

Our organization wants to significantly impact its stakeholders, including employees, contractors, third parties and communities by improving their conditions. By encouraging personal leadership, professional growth and employee training, we seek to acquire and share knowledge. We aim to have accident free spaces through the implementation of HSEQ programs and promoting good labor practices and human rights among workers. Together with the Tecnoglass ESWindows foundation, we develop projects for the benefit of the communities in our area of influence with positive impact results.



6.1 Achievements and initiatives related to **Global Compact**

Area: **Human Rights**

Principle

1

Companies must support and respect the protection of human rights universally recognized within their sphere of influence.



Generate quality job opportunities



Achieve an accident-free labor environment, supported by a culture of health and safety



Promote and adopt the best labor and human rights practices



Build and develop a team of integral work with innovative ideas

2018 Achievements

- We maintain a salary scale above the market, having the minimum legal wage 8.66% higher than legally required .
- In hand with the housing improvement program we helped 33 workers in the procurement of their own home or its improvement.
- With the scholarship program we helped 190 workers for their own studies or for their children.
- Our extra-legal benefits include life insurance and medical insurance, support upon the death of family members, pediatrician visits without cost, annual outings for employees and their families among others.
- We have a training program in safety, occupational health and waste management for the guidance, awareness and accompaniment of staff, officials and contractors that work with the company.
- In agreement with the National Apprenticeship Service in Colombia (SENA for its name in Spanish) we provide our workers in the areas of production and dispatches with technical studies and/or the certification of competencies in issues such as distribution of logistics operations and supply chain. Likewise, we continued with the "Glass School" which has been in place since 2014.
- We provided sports sponsorships for internal and external championships.
- We provided 857 direct loans to employees at 0% interest rate.
- We gave seniority recognition to employees with 10, 15, 18 and 22 years of service, encouraging a sense of belonging and gratitude.

Security & Health

- We unified strategies aimed to the control of risk factors with the highest incidence in the accident rate between the production, maintenance and integral management processes.
- We received a rating of 105% in the audit of compliance with the strategic road safety Plan carried out by the District Secretary of Mobility of Barranquilla.
- We implemented the strategy called “Safe People” in some operational lines and graduated 12 workers as Safety Leaders based on behavior.
- We implemented the Safe Backstroke campaign with specialist physiotherapists.
- We provided staff training on priority risks, we trained the emergency brigade, we carried out physical conditioning activities to strengthen and reinforce in the surveys and handling.
- We reviewed and intervene the risk conditions such as height, crane bridge operation, and load lifting and safe storage of aluminum profiles.
- We continued with the development of the security program "Lets us take care", which seeks to strengthen security intrinsically through risk perception surveys and appointments with psychologies and care workshops.
- We reduced the accident rate by unsafe behaviors by 45% (accident reduction by 43% due to the non-use of PPE and 71% due to non-compliance with the standard).
- We reduced the accident rate by unsafe behaviors by 45% (accident reduction by 43% due to the non-use of PPE and 71% due to non-compliance with the standard).
- We reduced 82% the unsafe behaviors that caused SST comparisons for non-compliance with safety standards (reduction in areas cut 55%, lines 52%, ovens 60% thermos 49%).

In Safety and Health

- We are conscious that we are below the 50% of the accident rate but still we decreased the accident rate by 1.80%, compared to the accident rate of the manufacturing industrial sector.
- We decreased the Severity Index by 38.6%, this index represents the proportion in days lost due to accident in relation to man-hours worked and we reduce the days lost due to work accidents by 48.9%.
- No cases nor accidents resulted in the of loss of working capacity.
- We made daily 5-minute talks on PPE use, Gold rule, policy and Industrial safety standards, such as "Safety in Hands" addressed to critical machines, identification of risk of hand entrapment with caution hand stickers.
- We strengthened the company "Visión Zero Accidents"

- We made the "Hand Care" campaign and carried out recreational activities such as the correct use of personal protection elements, safety in hands, especially in cutting laminating areas.



Emergency Brigade Training



Reach your life project without drugs



Integral Management Week

Initiatives

to develop

- Make transition from OHSAS 18001: 2007 to NTC ISO 45001: 2018 for the Occupational Health and Safety Management System.
- Increase the coverage of leaders trained in behavior observers and strengthen the strategy of Safe People.
- Keep promoting safety culture in each of the processes in order to reduce accidents and prevent occupational diseases.
- Automate the processes or activities of the HSE through management software.
- Strengthen strategic alliances with suppliers and temporary.
- Perform predictive safety test to identify workers with a tendency to unsafe behaviors and work preventively on safe behavior in the work.
- Design mechanical risk program and technical analysis with engineering professionals to improve manual tools.
- Inspect and improve all stairs and bay areas to meet the minimum principles of fingerprints and footprints and anti-slip to avoid accidents due to falls on ladders.
- Strengthen the fatigue and sleep program with strategies focused on improving the factors that affect accidents during the night.

6.1 Achievements and initiatives related to **Global Compact**

Companies must ensure they do not act as accomplices to human rights violations



Promote and adopt the best labor and Human Rights practices

2018 Achievements

- There were no situations of labor harassment or conflict registered before the Committee of Coexistence.
- We conducted workshops on the management of family dynamics and the strengthening of the intra-labor social support network.
- We worked in the Human Rights policy that contemplates our commitment not to act in hand with human rights violations, which we hope will be approved in 2019 by our board of directors.
- We improved jobs to provide safe spaces for the execution of workers' activities.

Initiatives to develop

- Create awareness among workers to report any situation that violates human rights.
- Promote campaigns that encourage the respect for human rights and peaceful duties coexistence.

Achievements and initiatives related to **Global Compact**

Companies must respect the freedom of association and the effective recognition of the right to collective negotiation.



Generate quality Job opportunities



Promote and adopt the best labor and Human Rights practices

2018 Achievements

- Kept the Working Committee evaluating the needs of workers in terms of: facilities, transportation routes, social and personal relationships. Up to date it has helped us improve efficiency and productivity standards.
- The levels of work satisfaction of our employees and existing communication channels allow us to have zero unionized personnel.

Initiatives to develop

- Design an improvement plan to build, renew and promote a better work environment, always guaranteeing confidentiality.
- Promulgate and disseminate the Human Rights policy that contemplates our commitment to respect the freedom of association and the effective recognition of the right to collective negotiation.

Achievements and initiatives related to **Global Compact**

Companies must support the elimination of all forms of forced or coerced labor.



generate quality job opportunities.



Promote and adopt the best labor and Human Rights practices.

2018 Achievements

- We guarantee that our employees freely choose their work based on the policies and regulations of the company.
- We do not have any complaint for forced or coerced labor.

Initiatives to develop

- Promulgate and disseminate the Human Rights policy that contemplates our commitment to eliminate all forms of forced or coerced labor.

Achievements and initiatives related to **Global Compact**

Companies must support the effective abolition of child labor



Promote and adopt the best labor and Human Rights practices

2018 Achievements

- All our employees are of legal age in the recruitment processes of human resources, guaranteeing the non-hiring of minors.

Initiatives to develop

- Divulge and consolidate human rights policy that contemplates our commitment to eliminate all forms of forced or coerced labor.

Achievements and initiatives related to **Global Compact**

Companies must support the abolition of discriminatory practices in employment and occupation.



Generate quality job opportunities



Promote and adopt the labor and Human Rights practices

2018 Achievements

- ❑ During 2018 there were zero incidents of discrimination.
- ❑ Since we have employees with disabilities, we promote the integral development and social inclusion of the people who need it most, such as the hiring of Flores staff (vulnerable neighbor area). We also hire inexperienced employees developing skills and abilities, to build a decent life project with them.
- ❑ Since we recognize that anyone has the right to work and freely choose a job, we do not make distinctions, nor discriminations

- ❑ We guarantee the opportunities of growth within the company 2018 of vacancies were occupied by internal personnel.

Initiatives to develop

- ❑ Divulge and consolidate a human rights policy that contemplate our commitment to eliminate all types of forced or coerced labor.



Generate values in the communities of the areas of influence

6.2

Fulfillments of commitments

The Tecnoglass ESWindows Foundation is a non-profit organization that serves as an instrument of social transformation and progress, committed with the vulnerable communities in its area of influence, the employees of Tecnoglass group and their families. Its vision is to be referents for its commitment to the country, through the promotion and improvement of the quality life of its stakeholders.

The commitment as a Foundation is to contribute to the development of the region and the country. For this reason they support and manage projects and programs that aim to favor the development of the most vulnerable communities and populations framed in 4 strategic axes: Education for progress, Hand in hand with Communities, Comprehensive Social Intervention and Culture and Sport

Hand in Hand with the Communities

2018 Achievements

■ Rebolo neighborhood transformation

The initiative consists of designing and executing projects for the recovery and improvement of public spaces and housing for the inhabitants of the Rebolo neighborhood in order to generate progress and promote access to public spaces as points of family and community meetings

In just 3 weeks we managed to transform 28 properties into paths of joy and color, inspired by the new icon of the city: The Window to the World (“La Ventana al Mundo”). By adding color and joy to several blocks of Rebolo we achieve great changes in the community, providing a more pleasant environment and motivating society to generate positive changes for the neighborhood.

Advantages and scope:

- This project implies an advance and progress for the neighborhood by means of the reconstruction of environments that foment the social development of the community.
- We managed to strengthen the sense of belonging of the inhabitants by promoting the sense of belonging and empowerment of public spaces.
- With the recovery of these spaces as an intervention process, we began a process of social transformation in the neighborhood.

2018 Achievements

■ The Window to the World ("La Ventana al Mundo")

The initiative to build a monument was born out of the desire to provide the city with an iconic work that shows why Barranquilla is Colombia's window to the world. In partnership with the Colombian Society of Atlantic Regional Architects and with the support of the District Office of Barranquilla, we organized a contest that invited national and international architects, designers and artists to propose a work that would represent how Barranquilla is Colombia's Window to the World.

In August 2018, we delivered to the Atlantic capital the new icon that represents it at a national and international level: The Window to the World. This 48-meter-high monument represents Barranquilla as Colombia's window to the world. Its construction was possible thanks to public-private partnerships that involved the helping hand of companies such as: To build, Kuraray, Argos, GCC, Dow, Alloy, Led Alutrafic, Sports Scenarios, Smart Steel, HM Engineering and the District Mayor of Barranquilla.

Hand in Hand with the Communities

This work has become one of the most important tourist and cultural attractions in the country, a space where all those who arrive to the city of Barranquilla dream of visiting it and take pictures in this magical place that allows them to dream and share as a family.

Advantages and scope:

- Development of the industrial zone of the city
- Positioning Barranquilla as a center of national and international development.
- Promotion of public and cultural spaces as places for the family.
- Promotion of tourism. The Window to the world is one of the most important tourist attractions in Colombia.
- Generation of employment in microenterprises and economic development for Barranquilla and for the country. Around "The Window to the World", various attractive products have been created for the Barranquilleros, Colombians and foreigners.

Initiatives to develop

Rebolo neighborhood transformation

- Continue in the contribution of the development and progress of Rebolo neighborhood through improvement projects and creation of public and recreational spaces for the community. In 2019 we will start with the construction of a park and a sports field promoting good use of free time in children and young people.

The Window to the World ("La Ventana al Mundo")

- Continue to generate cultural and recreational activities for all people who visit the monument.
- Generate alliances to promote and develop activities aimed at families, children and young people.
- Promote an interaction between culture and the development of Barranquilla.

Social Integral Intervention

2018 Achievements

■ “Vive Bailando ”

“Vive Bailando” is a social entrepreneurship that uses dance, the body and movement as an instrument. The initiative consist in bringing to Las Flores neighborhood a social entrepreneurship that uses dance, body and movement as a pedagogical instrument for the positive transformation of young people, strengthening their social-emotional skills and enhancing their personal, family and social development.

In 2018 we carried out the social transformation project which concluded with a training process of 135 hours of work that is represented into 65 hours of training in dance and psychosocial work. The impact of this program was seen in the strengthening of the socio-emotional skills of young people through dance, and the positive transformation of their lives and their families.

Achieved results:

- We generated impact in 100 families by strengthening the social-emotional skills of children through dance.
- Potentialization of the social capital of the communities thanks to the interventions offered by the Tecnoglass Foundation.

2018 Achievements

■ Colombia: A Field Made to Dream and Grow:

In the search of a positive impact in the lives of many families, in 2016 the alliance with the Colombian “Somos Todos” Foundation that was created by the Colombian soccer player James Rodríguez with the Colombia program: “A Field to Dream and Grow”. The activities and workshops of this program are mainly focused on four strategic areas: social technology (psychology), games and sports, citizenship skills and cognitive development.

We have carried out, together with the foundation, social intervention projects through sports in the city of Barranquilla and Ibagué, generating healthier environments and strengthening the family ties of more than 380 families.

In 2018, 100 children of the Monsignor Víctor Tamayo Boarding School had the opportunity to be part of this beautiful program with which we seek to strengthen principles such as discipline, perseverance and responsibility, through the support of an interdisciplinary group of professionals in psychology, sports and cognitive development.

Social Integral Intervention

We observed, from this program, that the participants increased not only their biophysical levels, but also potentiated their psycho-affective development in the growth stage in which they were.

Achieved results:

- We generated impact and positively transformed the lives of 100 children and their families.
- The development of skills in children and young people through activities focused on providing tools on issues of leadership, teamwork, responsibility and discipline.

2018 Achievements

Volunteering

We have a group of volunteers composed by more than 40 employees of the business group who seek to contribute to the development of the most vulnerable communities, through various activities that are established according to the needs of their strategic axes.

Achieved results:

- We made environmental journeys as a movement for environmental sustainability
- We train employees as agents of change.
- We facilitate the work of volunteers as a means to build social development.

Social Integral Intervention

Initiatives to develop

- Renew the “Vive Bailando” project in Las Flores neighborhood and continue strengthening the social-emotional skills of the participants in order to contribute to the progress of our nearby communities.
- We implemented the Colombia project: “A Field to Dream and Grow” in Las Flores neighborhood as a social intervention strategy that promotes community development
- Strengthen the internal program of Corporate Volunteering in order to sensitize and inspire employees to build in the midst of difficult contexts, actions that can contribute to the less favored.

Education for **Progress**

2018 Achievements

- We granted within the University Scholarship program 90 persons, among employees and children of employees, who advanced their studies in different university careers such as: Engineering, Medicine, Social Communication, Psychology, among others, in Universities, Technical and Technological Institutions from the city of Barranquilla.
- In 2018 we granted three students with the Merit Scholarship program, currently we have 11 beneficiaries.
- We granted 201 scholarships, which represents an increase of 20% over the previous year.

Initiatives to develop

- Keep the educational support program for undergraduate and graduate students in order to improve educational opportunities and contribute to the future education, personal, professional and employment growth of the company's employees and their families.

6.3 Certifications and recognitions

Tecnoglass Inc., through its subsidiaries, has the following certifications and recognitions framed within the pillar *Enhancing our environment*:



Tecnoglass S.A.S was awarded in 2018 with the second place in innovative security practice inspiring peace of mind ARL BOLIVAR year 2018.

Our brigade members have been recognized in the Regional Meeting of Brigades organized by Seguros Bolívar during 2018 with the 1st place, being its second consecutive year in that position.

Recognition as Inspiring Tranquility in the Leading Occupational Health and Safety Worker Category is given to one of the members of the Occupational Health and Safety committee. This recognition is delivered by the ARL Seguros Bolívar to those workers who contribute to the productivity of the company and the welfare of all their colleagues.



Since 2016, we are certified with OHSAS 18001: 2017, which confirms our commitment to the best practices in Occupational Health and Safety management.



The companies C.I Energía Solar S.A.S ESWindows and Tecnoglass S.A.S have received the endorsement of the Strategic Road Safety Plan by the Mobility Secretariat.



The companies CI Energía Solar S.A.S ESWindows and Tecnoglass S.A.S receive recognition in 2018 from the Manufacturer of Personal Protection Elements 3M as a company committed to caring for and protecting its employees in each of its work environments.

Principles

of Global Compact

Principles of Global Compact	ODS	Strategy Pillar	Initiative
<p>Principle 1: Companies should support and respect the protection of fundamental human rights, internationally recognized within its sphere of influence.</p>		<p>Enhancing our Environment</p>	<ul style="list-style-type: none">  Generate quality opportunities  Promote and adopt the best labor and Human Rights practices  Build and develop a team of integral work with an innovative mentality  Achieve an accident-free labor environment, supported by a culture of health and safety
<p>Principle 2: Companies must ensure that their companies are not complicit in the violation of human rights.</p>			<ul style="list-style-type: none">  Promote and adopt the best labor and human rights practices

Principles of Global Compact	ODS	Strategy Pillar	Initiative
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>			 Generate quality opportunities  Promote and adopt the best labor and Human Rights practices
<p>Principle 4: Businesses should uphold the elimination of all forms of forced or compulsory labor.</p>	 		
<p>Principle 5: Companies should support the eradication of child labor.</p>	 	Enhancing our Environment	 Promote and adopt the best labor and Human Rights practices
<p>Principle 6: Businesses should uphold the elimination of discrimination in employment and occupation.</p>			 Generate quality opportunities  Promote and adopt the best labor and adopt Human Rights practices.
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p>	  	Leading eco-efficiency and innovation	 Prevent, mitigate and compensate for the environmental impacts of the  Manage the value chain and the product cycle

Principles of Global Compact	ODS	Strategy Pillar	Initiative
<p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p>	  	<p>Leading eco-efficiency and innovation</p>	 <p>Promote the energy efficiency of the operation and the products</p>  <p>Position an innovation and quality approach in all Company processes</p>
<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies</p>			 <p>Promote the efficient use of material and technologies that respect the environment.</p>
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>		<p>Promoting a continuous, ethical and responsible growth</p>	 <p>Conduct our business ethically integrally and transparently.</p>  <p>Adopt best corporate governance practices that facilitate decision making and accountability</p>

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