



**Environmental and Social Performance**  
Annual Monitoring Report (AMR)

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**Universidad Autónoma de Guadalajara (UAG)**  
**# 30445**  
**Mexico**

Reporting Period:  
April 1, 2020 to March 31, 2021

AMR completion date:  
April 30, yearly



Environment and Social Development Department  
2121 Pennsylvania Avenue, NW  
Washington, DC 20433 USA

[www.ifc.org/enviro](http://www.ifc.org/enviro)

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## CONTEXT

The following points should assist you in completing this form. Please be descriptive in your responses and attach additional information as needed.

IFC's Investment Agreement requires UAG to complete and submit an annual environmental and social monitoring report. The main purpose of completing this form is to provide the following information:

1. Environmental and Social Management
2. Occupational Health and Safety (OHS) Performance
3. Significant Environmental and Social Events
4. Compliance with World Bank Group and local environmental and social requirements as specified in the Investment Agreement
5. Data Interpretation and Corrective Measures
6. General Information and Feedback
7. Progress on implementing the Action Plan

### 1. ENVIRONMENTAL AND SOCIAL MANAGEMENT

To be completed by UAG representative with overall responsibility for environmental, social and occupational health and safety issues	Name and Title: MBA Juan Carlos Leño del Castillo Phone: (52) 33 – 36488824 Email: <a href="mailto:juancleano@uag.edu">juancleano@uag.edu</a>
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I certify that the data contained in this AMR completely and accurately represents UAG operations during this reporting period and that information and data presented here have been collected in a manner consistent with applicable IFC Environment and Health and Safety Guidelines<sup>1</sup> and the requirements of Mexico.

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MBA Juan Carlos Leño del Castillo  
Executive Vicepresident

Signature

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<sup>1</sup> These include Environmental and Health and safety – General Guidelines (April 2007) and Environmental and Health and Safety Guidelines for Health Care Facilities (April 2007)

## 1.1 Summary of Current Operations

Please provide a short summary of the state of development of UAG facilities (including a list of facilities that are operational, under construction and planned). For operational facilities please summarize the services provided and number of staff present.

### A) OPERATIONAL FACILITIES:

- **Guadalajara:**

We show the list of operational Academic facilities in Guadalajara. The number of staff and students is approximate. However, the number of people in the facilities this year is symbolic, since due to the pandemic, classes were held online and collaborators worked from home. For this reason, we are only listing the number per campus and not per building.

OPERATIONAL FACILITIES	Floors	STAFF		Students	TOTAL
		Direct	Temporary		
<b>CIUDAD UNIVERSITARIA</b>		<b>993</b>	<b>801</b>	<b>7,945</b>	<b>9,739</b>
CIUDAD UNIVERSITARIA	*	993	801	5065	
AULA MAGNA (CAPACITY)	1			550	
AUDITORIO LUIS GARIBAY (CAPACITY)	1			230	
AULA HERMAN NEUBERGER (CAPACITY)	1			100	
GIMNASIO (CAPACITY)	1			2000	
<b>UNICO Y EDUCON</b>		<b>12</b>	<b>78</b>	<b>297</b>	<b>387</b>
UNICO, EDUCON Y COMITÉ DE DAMAS, CONTROL DE VEHÍCULOS	2	12	78	297	
<b>CAMPUS LOMAS DEL VALLE</b>		<b>392</b>	<b>538</b>	<b>5938</b>	<b>6,868</b>
PREPARATORIA UAG	2	54	12	488	
COLEGIO LOMAS DEL VALLE	3	105	16	751	
INSTITUTO DE CIENCIAS BIOLÓGICAS (I.C.B.)	2	233	510	4699	
<b>SANTA ANITA</b>		<b>38</b>	<b>13</b>	<b>246</b>	<b>297</b>
COLEGIO LOMAS DEL VALLE CAMPUS SANTA ANITA	3	38	13	246	
<b>ZAPOPAN</b>		<b>110</b>	<b>4</b>	<b>1,059</b>	<b>1,173</b>
PRE-ESCOLAR Y PRIMARIA ANTONIO CASO ZAPOPAN	1	51	0	619	
SECUNDARIA Y PREPARATORIA ZAPOPAN	1	59	4	440	
<b>TESISTÁN</b>		<b>38</b>	<b>0</b>	<b>0</b>	<b>38</b>
FACULTAD DE MEDICINA AREA CLINICA	3	38	0	0	
<b>CENTRO</b>		<b>74</b>	<b>84</b>	<b>215</b>	<b>373</b>
FACULTAD DE ODONTOLOGIA / CLINICA PREGRADO Y POSTGRADO	3	13	84	215	
HOSPITAL RAMON GARIBAY	2	61	0	0	
<b>TOTAL</b>		<b>1,657</b>	<b>1,518</b>	<b>15,700</b>	<b>18,875</b>

## Tabasco

We show the list of operational Academic facilities in Tabasco. The number of staff and students is approximate in the morning and evening shifts, likewise, both students and collaborators were not physically in the buildings since March 2020:

### MORNING

OPERATIONAL FACILITIES	Floors	STAFF		Students	TOTAL
		Direct	Temporary		
EDIFICIO A	3	81	4	55	140
EDIFICIO B	3	13	7	158	178
EDIFICIO C	3	14	6	168	188
EDIFICIO D	3	7	9	210	226
EDIFICIO E	3	13	6	153	172
EDIFIICO G	2	28	1	7	38
EDIFICIO F	1	1	1	4	6
EDIFIICO H	1	7	0	3	10
EDIFICIO I	2	1	0	0	0
<b>TOTAL</b>	<b>21</b>	<b>165</b>	<b>34</b>	<b>758</b>	<b>958</b>

### EVENING

OPERATIONAL FACILITIES	Floors	STAFF		Students	TOTAL
		Direct	Temporary		
EDIFICIO A	3	67	2	25	94
EDIFICIO B	3	6	4	44	54
EDIFICIO C	3	12	5	14	31
EDIFICIO D	3	7	5	102	114
EDIFICIO E	3	13	3	122	138
EDIFIICO G	2	22	0	5	27
EDIFICIO F	1	2	0	0	2
EDIFIICO H	1	4	3	57	64
EDIFICIO I	2	4	0	0	4
<b>TOTAL</b>	<b>21</b>	<b>137</b>	<b>22</b>	<b>369</b>	<b>528</b>

**B) FACILITIES UNDER MAINTENANCE**

- **Guadalajara from April 2020 to March 2021**

<b>FACILITY OR BUILDING</b>	<b>ACTIVITIES</b>	<b>STATUS</b>
CU-STADIUM "3 MARZO"	INTEGRAL REMODELING BATHROOMS DOOR 1	FINISHED
CU-STADIUM "3 MARZO"	RENOVATION OF SHEET ROOF	FINISHED
CU-STADIUM "3 MARZO"	PLACEMENT OF SYNTHETIC GRASS SURROUNDING FIELD	FINISHED
CU-STADIUM "3 MARZO"	PARTIAL REMODELING OF VISITING DRESSING ROOM	FINISHED
CU- UNIVERSITY GYM	INTEGRAL REMODELING MEN'S DRESSING ROOM	FINISHED
CU- UNIVERSITY GYM	INTEGRAL REMODELING WOMEN'S DRESSING ROOM	FINISHED
CU- UNIVERSITY GYM	RENOVATION OF WINDOWS IN ALL ACCESSES	FINISHED
CU-PARKING # 6	REFORESTATION AND LANDSCAPING	FINISHED
CU-BUILDING B	RENOVATION OF ESPLANADE AND SIDE GARDEN	FINISHED
CU-EXPLANADES	CONCRETE PLANTERS REMODELING	FINISHED
CU-OUTSIDE AREAS	RENOVATION OF WALKWAYS AND SIDEWALKS	FINISHED
CU-OUTSIDE AREAS	PRUNING OF 980 TREES FOR MISTLETOE REMOVAL	FINISHED
CU- BUILDING "DAE"	MAINTENANCE OF FACADES	FINISHED
CU- BUILDING "DAE"	ESPLANADE MAINTENANCE	FINISHED
CU-BUILDING C	COMPLETE REMODELING OF SECOND LEVEL CLASSROOMS	FINISHED
CU-TEACHER'S AND GRADUATE'S CENTER	TOTAL RENOVATION OF INTERIOR LIGHTING (LED)	FINISHED
CU- SOCCER FIELD	RENOVATION OF CONCRETE WALKWAYS	FINISHED
CU- RECTORY BUILDING	CHANGE OF DOME IN CENTRAL COURTYARD	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	RAINWATER HARVESTING WORKS ON PARKING LOTS	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	NEW SPECIAL PARKING SPACES	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	3 NEW STUDY ROOMS LIBRARY	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	INTEGRAL RENOVATION OF THE DEAN'S BUILDING FAÇADE	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	INTEGRAL REMODELING OF AUDITORIUM 122	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	INTEGRAL REMODELING OF THE CAFETERIA	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	INTEGRAL REMODELING OF AMPHITHEATERS	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	INTEGRAL REMODELING OF THE SURGICAL PRACTICE AREA	FINISHED
LOMAS DEL VALLE- MEDICAL SCHOOL	WATERPROOFING OF THE AUDITORIUM	FINISHED

<i>FACILITY OR BUILDING</i>	<i>ACTIVITIES</i>	<i>STATUS</i>
<i>LOMAS DEL VALLE- MEDICAL SCHOOL</i>	<i>INTEGRAL RENOVATION OF PALERMO STREET ACCESS</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- MEDICAL SCHOOL</i>	<i>COMPLETE REMODELING OF BUILDING H</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- MEDICAL SCHOOL</i>	<i>TOTAL RENOVATION OF THE ELECTRICAL INSTALLATION IN BUILDING H</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- MEDICAL SCHOOL</i>	<i>RESTORATION OF FACADES OF BUILDING H</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- MEDICAL SCHOOL</i>	<i>REPLACEMENT OF TRANSFORMER IN LABORATORY AREA</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE -HIGH SCHOOL</i>	<i>INSTALLATION OF ROLLER BLINDS IN 100% OF CLASSROOMS</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE -HIGH SCHOOL</i>	<i>REFORESTATION AND LANDSCAPING</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE -HIGH SCHOOL</i>	<i>EXTERIOR PAINTING</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- ELEMENTARY SCHOOL</i>	<i>RESTORATION OF BUILDING B FACADES</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- ELEMENTARY SCHOOL</i>	<i>INSTALLATION OF FANS IN THE LIBRARY</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- ELEMENTARY SCHOOL</i>	<i>PAINTING OF FACADES IN BUILDING C</i>	<i>FINISHED</i>
<i>LOMAS DEL VALLE- ELEMENTARY SCHOOL</i>	<i>INTEGRAL REMODELING OF GYMNASIUM BATHROOMS</i>	<i>FINISHED</i>
<i>STA. ANITA- ELEMENTARY SCHOOL</i>	<i>REMODELING OF 4 CLASSROOMS</i>	<i>FINISHED</i>
<i>DENTAL CLINIC</i>	<i>CHANGE OF FLOOR RESTORATIVE CLINIC</i>	<i>FINISHED</i>
<i>DENTAL CLINIC</i>	<i>RENOVATION OF LIGHTING FIXTURES RESTORATIVE CLINIC</i>	<i>FINISHED</i>
<i>DENTAL CLINIC</i>	<i>REFORESTATION AND LANDSCAPING</i>	<i>FINISHED</i>
<i>"RAMON GARIBAY" HOSPITAL</i>	<i>INTEGRAL RESTORATION OF FACADES</i>	<i>FINISHED</i>
<i>ZAPOPAN-ELEMENTARY SCHOOL</i>	<i>STRUCTURAL REINFORCEMENT OF BUILDINGS</i>	<i>FINISHED</i>
<i>ZAPOPAN-ELEMENTARY SCHOOL</i>	<i>NEW AWNING IN MAIN COURT</i>	<i>FINISHED</i>
<i>ZAPOPAN-ELEMENTARY SCHOOL</i>	<i>PAINTING OF FACADES</i>	<i>FINISHED</i>
<i>ZAPOPAN-ELEMENTARY SCHOOL</i>	<i>INSTALLATION OF CEILING PANELS AND FANS IN LIBRARY</i>	<i>FINISHED</i>
<i>ZAPOPAN-ELEMENTARY SCHOOL</i>	<i>RENOVATION OF PLAYGROUND</i>	<i>FINISHED</i>
<i>CIAMAT (EXPERIMENTAL RANCH)</i>	<i>RENOVATION OF CHICKEN BREEDING AREA</i>	<i>FINISHED</i>

We prepare the next presentations of all the maintenance work that was made this past year ([Link 1-Click here](#)), and ([Link 2-Click here](#)) to see presentations.

- **Campus Tabasco from April 2020 to March 2021**

<b>FACILITY OR BUILDING</b>	<b>ACTIVITIES</b>	<b>STATUS</b>
BUILDING A	EMERGENCY STAIRS	FINISHED
BUILDING A	PAINTING OF WALLS IN CLASSROOM AND LABORATORIES	FINISHED
BUILDING A	MAINTENANCE OF AIR CONDITIONERS	FINISHED
BUILDING A	BATHROOM FAUCET REPAIR	FINISHED
BUILDING A	CHANGE TYPE OF CEILING IN CORRIDORS	FINISHED
BUILDING B	WATERPROOFING AND CRACK REPAIRS	FINISHED
BUILDING B	PAINTING OF WALLS IN CLASSROOM AND LABORATORIES	FINISHED
BUILDING B	MAINTENANCE OF AIR CONDITIONERS	FINISHED
BUILDING B	BATHROOM FAUCET REPAIR	FINISHED
BUILDING B	CHANGE TYPE OF CEILING IN CORRIDORS	FINISHED
BUILDING C	WATERPROOFING AND CRACK REPAIRS	FINISHED
BUILDING C	PAINTING OF WALLS IN CLASSROOM AND LABORATORIES	FINISHED
BUILDING C	MAINTENANCE OF AIR CONDITIONERS	FINISHED
BUILDING C	BATHROOM FAUCET REPAIR	FINISHED
BUILDING C	CHANGE TYPE OF CEILING IN CORRIDORS	FINISHED
BUILDING D	WATERPROOFING AND CRACK REPAIRS	FINISHED
BUILDING D	PAINTING OF WALLS IN CLASSROOM AND LABORATORIES	FINISHED
BUILDING D	MAINTENANCE OF AIR CONDITIONERS	FINISHED
BUILDING D	BATHROOM FAUCET REPAIR	FINISHED
BUILDING D	CHANGE TYPE OF CEILING IN CORRIDORS	FINISHED
BUILDING E	PAINTING OF WALLS IN CLASSROOM AND LABORATORIES	FINISHED
BUILDING E	MAINTENANCE OF AIR CONDITIONERS	FINISHED
BUILDING E	BATHROOM FAUCET REPAIR	FINISHED
BUILDING E	CHANGE TYPE OF CEILING IN CORRIDORS	FINISHED
BUILDING G	PAINTING IN HALLWAYS	FINISHED
BUILDING G	MAINTENANCE OF AIR CONDITIONERS	FINISHED
BUILDING H	BATHROOM FAUCET REPAIR	FINISHED
BUILDING H	PAINTING AND MAINTENANCE OF COVID MEDICAL OFFICE	FINISHED
BUILDING F	REPAIR AND MAINTENANCE OF GAS AND HYDRAULIC INSTALLATIONS.	FINISHED
BUILDING J	CONSTRUCTION OF A WAREHOUSE FOR THE FIXED ASSETS AND MAINTENANCE AREAS.	FINISHED
BUILDING K	REPAIR WORKSHOPS IN ENGINEERING AREA AND TECUMA AREA	40% PROGRESS
BOOTH	PAINTING AND MAINTENANCE OF THE FACADE	FINISHED
GREEN AREAS	REFORESTATION OF CAMPUS, PEST CONTROL AND PRUNING	50% PROGRESS

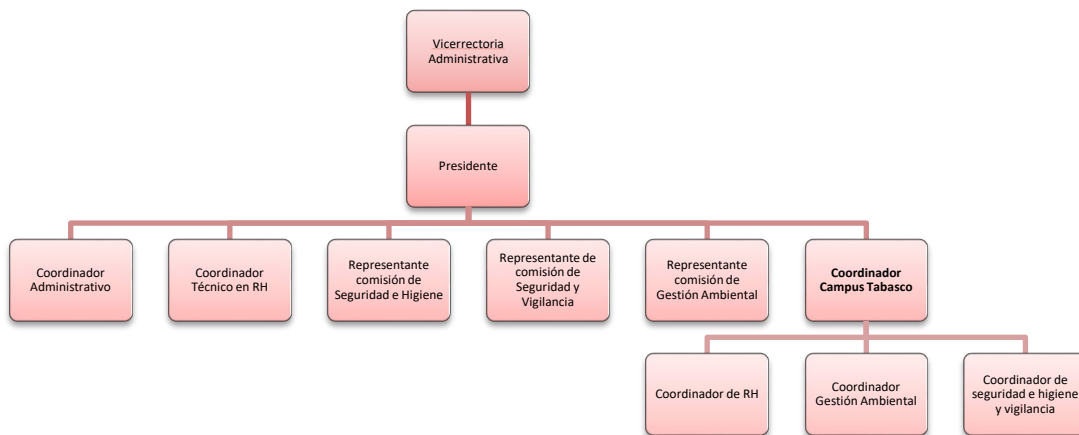
We prepare the next presentation of all the maintenance work that was made this past year ([Link 3-Click here](#)), to see presentation .



## 1.2 Environmental and Social Responsibility

Please attach a chart (or describe) that identifies how overall responsibilities and accountabilities for environmental and social aspects are managed in UAG. For example details of who has responsibility at each of the facilities and how they report to senior management on environmental and health and safety matters. The Social and Environmental Management System (SEMS) that UAG has developed should provide the basis for this section.

The Responsibility of Environmental and Social and items depends of Environmental, Social, Security and Labor Health Committee. This year the Committee has one change on the responsible in charge of Tabasco Environmental Management Coordinator. This Committee reports direct to the Administrative Vice-president and its organizational structure is as follows:



The Current members of this Committee are:

CARGO EN EL COMITÉ	TITULAR
<b>Presidente</b>	Vacant
<b>Coordinador Administrativo</b>	Arcelia Arias Meza Gerente de Planeación y Despliegue Estratégico
<b>Coordinador Técnico de Recursos Humanos</b>	Pilar del Carmen Jara Torres
<b>Comisión de Seguridad e Higiene</b>	Esmeralda Gutiérrez Velasco Presidente de la Comisión
<b>Comisión de Seguridad y Vigilancia</b>	José Esteban Godínez Brera Gerente de Protección Civil
<b>Comisión de Gestión Ambiental</b>	Mari Cruz Duarte Castillo Presidente de la Comisión
<b>Coordinador de Mantenimiento</b>	Ignacio Álvarez Castañeda Gerente de Mantenimiento
<b>Coordinador Campus Tabasco</b>	Felip Claramont Candela CEO Campus Tabasco
<b>Coordinador de RH Tabasco</b>	Luz Fabiola Félix Cabada

<b>Coordinador Gestión Ambiental Tabasco</b>	César García Márquez
<b>Coordinador de Seguridad e Higiene y Vigilancia en Tabasco</b>	César García Márquez

**The Functions of the Committee are:**

- Propose and establish policies and processes in material sustainability, environment, social and security in order to develop a management system.
- Develop projects in sustainability, environmental, social and security, to be consistent management system with a cost-effective suitable.
- Effectively manage projects authorized by monitoring the proper use of financial, technical and human resources.
- Propose policies sustainable practices and operational processes in all areas of the University.
- Monitor the implementation of the proposals for improvement of the areas.
- Interact with other committees, or other bodies established by the University to integrate the efforts toward a common vision.
- Establish performance indicators in projects and processes, covering issues of environmental, sustainability and to measure the impact of actions taken.
- Ask and analyze reports to the areas in relation of environmental, social and security matters.
- Establish corrective action based on the reports received.
- Prepare the Reports UAG Management, Mexican authorities and the IFC when is requested.

**1.3 Summary of Grievances and Complaints**

If UAG has been subject to any grievances or complaints in relation to environment (e.g noise, traffic, pollution) or social issues please summarize these below.

- This year we do not have grievances or complaints in relation to environment issues.
- The **Centro de Atención al Estudiante (CAE)**, main function is to attend Grievance and Complaints, they have receive different kinds of complaints during this past year, ([Link 4- Click here](#)) see the report.
- The grievances and complaints box for employees this year report this summary ([Link 5- click here](#)).
- To see the Ligue of all the grievance and complaints systems [click here](#).
- The Campus Tabasco Grievance Mechanism for Employees and the Community was added to the University’s central grievances and complaints box, so the general report includes Tabasco’s Campus.

**SUMMARY OF COMPLAINTS (Guadalajara and Tabasco included)**

<b>Employees</b>	
<b>Type of Complaints</b>	<b>Quantity</b>
Teaching class	1
Operating institutional digital plataforms	3
COVID prevention measures not followed by employees	1
<b>TOTAL</b>	<b>5</b>

## 1.4 Summary of Training and Staff Capacity Building

Please summarize training and capacity building efforts that UAG has implement this year in relation to environment and occupational health and safety. If it is useful please use the table below to report these activities.

The following tables show the update in training employees on civil protection, Firefighting, First Aid and Search and Rescue, form April 1, 2020 to March 31, 2021.

SCHOOL FACILITIE	CIVIL PROTECION INTRODUCTION	FIRE FIGHTING	FIRST AID	SEARCH AND RESCUE
	Date	Date	Date	Date
	People	People	People	People
VIGILANCE DEPARMENT	JULY 20, 2020	JULY 23, 2020	JULY 20 and 21, 2020	JULY 22, 2020
	11	11	11	11
DANCE OF THE SUN	NOV 30, 2020	-----	NOV 30, 2020	DEC 01, 2020
	4	-----	4	4
CHAPALA CAMPUS	NOV 30, 2020	-----	NOV 30, 2020	DEC 01, 2020
	15	-----	15	15
SANTA ANITA CAMPUS	MARCH 22, 2021	MARCH 26, 2021	MARCH 26, 2021	MARCH 26, 2021
	10	10	10	10
<b>TOTALS</b>	<b>40</b>	<b>21</b>	<b>40</b>	<b>40</b>

### CIVIL PROTECTION UPDATE TRAINING:

SCHOOL FACILITIE	DATE PEOPLE
BIBLIOTECAS	JULY 27, 2020
	1
COLEGIO LOMAS DEL VALLE	JULY 27,2020
	1
PAC ZAPOPAN	JULY 27, 2020
	3
PLANTA FISICA	JULY 27, 2020
	4
SANTA ANITA	JULY 27, 2020
	1
HOSPITAL RAMON GARIBAY	JULY 27,2020
	1
ODONTOLOGIA	JULY 27, 2020
	1
DAE	JULY 31,2020
	2
DCYT	JULY 31,2020
	3
ODONTOLOGIA	JULY 31,2020
	2

PLANTA FISICA	JULY 31,2020
	4
PREPA UAG	JULY 31,2020
	1
SANTA ANITA	JULY 31, 2020
	1
SEC Y PREPA UAG	JULY 31,2020
	1
COLEGIO LOMAS DEL VALLE	AUGUST 07, 2020
	1
COMPRAS	AUGUST 07, 2020
	1
DCYT	AUGUST 07, 2020
	2
ICB	AUGUST 07, 2020
	1
PLANTA FISICA	AUGUST 07, 2020
	1
PREPA UAG	AUGUST 07, 2020
	1
SANTA ANITA	AUGUST 07, 2020
	1
SEC Y PREPA ZAPOPAN	AUGUST 07, 2020
	1
UPE	AUGUST 07, 2020
	2
DAE	AUGUST 14, 2020
	1
ODONTOLOGIA	AUGUST 14, 2020
	1
PAC ZAPOPAN	AUGUST 14, 2020
	2
PLANTA FISICA	AUGUST 14, 2020
	2
PREPA UAG	AUGUST 14, 2020
	3
RECTORIA	AUGUST 14, 2020
	1
SANTA ANITA	AUGUST 14, 2020
	1
SEC Y PREPA UAG	AUGUST 14, 2020
	3
TALLERES DE ENSEÑANZA	AUGUST 14, 2020
	1

NUTRICION	AUGUST 21, 2020
	3
PAC ZAPOPAN	AUGUST 21, 2020
	6
PREPA UAG	AUGUST 21, 2020
	5
VIGILANCIA	AUGUST 21, 2020
	1
CITSIA	SEPTEMBER 04, 2020
	5
DAE	SEPTEMBER 04, 2020
	1
DCYT	SEPTEMBER 04, 2020
	1
HUMANIDADES	SEPTEMBER 04, 2020
	1
ODONTOLOGIA	SEPTEMBER 04, 2020
	3
HUMANIDADES	OCTOBER 02, 2020
	3
ICB	OCTOBER 02, 2020
	2
PAC ZAPOPAN	OCTOBER 02, 2020
	2
SEC Y PREPA ZAPOPAN	OCTOBER 02, 2020
	4
PAC ZAPOPAN	NOVEMBER 13, 2020
	10
DANZA DEL SOL	DECEMBER 02, 2020
	2
REAL CHAPALA	DECEMBER 02, 2020
	26
COLEGIO LOMAS DEL VALLE	DECEMBER 09, 2020
	8
PAC ZAPOPAN	DECEMBER 11, 2020
	12
COLEGIO LOMAS DEL VALLE	DECEMBER 14, 2020
	8
COLEGIO LOMAS DEL VALLE	DECEMBER 15, 2020
	6
COLEGIO LOMAS DEL VALLE	DECEMBER 16, 2020
	9
COLEGIO LOMAS DEL VALLE	DECEMBER 17, 2020
	9

PREPARATORIA UAG	MARCH 04, 2021
	15
SANTA ANITA	MARCH 12, 2021
	16
ÚNICO	MARCH 13, 2021
	12
<b>TOTALS</b>	<b>195</b>

## 2. OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE (OHS)

UAG is required to monitor, record, and report occupational health and safety (OHS) incidents and workplace conditions throughout the reporting period.

### 2.1 Country Compliance

Please list any reports submitted to Mexican authorities, e.g. on OHS, fire and safety inspections, compliance monitoring, emergency exercises, as well as comments received and corrective actions taken. If any of the information requested in the AMR (Section 2.2 - Section 2.5) is already provided in reports sent to Mexican authorities, please submit the applicable section of the report.

#### a) Civil Protection, Firefighting, First Aid and Search and Rescue Course:

This Year we have visits from Civil Protection and have accreditations in the following campus:

#### CIVIL PROTECTION EVALUATE:

- UAG'S Main campus
- Unico

The authorization of the following campus is in process:

- ICB
- School of Higher Education and Dental Clinic
- Campus Tabasco
- Zapopan Preschool and Elementary School
- Zapopan High School and Middle School
- Lomas del Valle Elementary School
- Lomas del Valle UAG High School
- Santa Anita Campus

Here are some of the manifest that proof that we comply with the established regulations ([link 6- click here](#)).

#### b) Academic Excellence:

We continue with the project of "Academy Excellence". We are working on the academic programs accreditation with National accrediting institutions.

During 2020, accreditation was obtained from FIMPES (Federación de Instituciones Mexicanas Particulares de Educación Superior) for a period of seven years, the maximum period granted. ([Link 7 - click here](#)), ([click here to see the news](#)).

### c) Health and safety committees

The health and safety committee still depending on the Human Resources department. Here are the records that supported:

- The Health and safety committee ([Link 8 - click here](#)).
- The implementation of policies and procedures ([Link 9 - click here](#)). These documents are updated.

## 2.2 Workplace Air Quality Monitoring

Please complete the following table for each facility, hospital, laboratory or clinic (and as they become operational).

Workplace Monitoring Parameter	Sample Collection and Analysis Frequency	WBG/IFC Maximum <sup>2</sup> Threshold Limit Value (TLV-TWA)	UAG Performance in WBG/IFC units <i>Annual average of quarterly samples</i>	Mexican Regulatory Limits and Units	UAG Performance in Mexican units <i>Annual average of quarterly samples</i>
<b>Workplace Respirable Air Concentrations</b>					
<b>CIUDAD UNIVERSITARIA</b>					
Total Suspended Particulates Ciudad Universitaria – Sur, Universidad Autónoma de Guadalajara.	Biannual	210.0 µg/m <sup>3</sup>	59.2 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	59.2 µg/m <sup>3</sup>
Total Suspended Particulates Ciudad Universitaria – Este, Universidad Autónoma de Guadalajara.	Biannual	210.0 µg/m <sup>3</sup>	73.4 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	73.4 µg/m <sup>3</sup>
Total Suspended Particulates Ciudad Universitaria – oeste, Universidad Autónoma de Guadalajara.	Biannual	210.0 µg/m <sup>3</sup>	50.7 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	50.7 µg/m <sup>3</sup>
Total Suspended Particulates Ciudad Universitaria – Norte, Universidad Autónoma de Guadalajara.	Biannual	210.0 µg/m <sup>3</sup>	65.2 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	65.2 µg/m <sup>3</sup>
<b>RAMÓN GARIBAY HOSPITAL</b>					
Total Suspended Particulates CLIO– Sur.	Biannual	210.0 µg/m <sup>3</sup>	92.4 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	92.4 µg/m <sup>3</sup>
Total Suspended Particulates CLIO – Este.	Biannual	210.0 µg/m <sup>3</sup>	84.9 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	84.9 µg/m <sup>3</sup>
Total Suspended Particulates CLIO – oeste.	Biannual	210.0 µg/m <sup>3</sup>	158.5 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	158.5 µg/m <sup>3</sup>
Total Suspended Particulates CLIO- Norte	Biannual	210.0 µg/m <sup>3</sup>	98.9 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	98.9 µg/m <sup>3</sup>
<b>ANFITEATROS ICB</b>					
Amphitheater 1 ICB - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	Not detectable	3 mg/m <sup>3</sup>	Not detectable
Amphitheater 2 ICB - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	Not detectable	3 mg/m <sup>3</sup>	Not detectable
Amphitheater 3 ICB - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	Not detectable	3 mg/m <sup>3</sup>	Not detectable
Amphitheater 4 ICB - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	Not in use	3 mg/m <sup>3</sup>	Not in use
Bone preparation area	Biannual	3 mg/m <sup>3</sup>	Not in use	3 mg/m <sup>3</sup>	Not in use
Tub room (Sala de tinas)	Biannual	3 mg/m <sup>3</sup>	0.09 mg/m <sup>3</sup>	3 mg/m <sup>3</sup>	0.09 mg/m <sup>3</sup>

<sup>2</sup> Maximum limits from IFC Guidelines and the NIOSH Pocket Guide to Chemical Hazards

The Complete results of the Air Quality Monitoring are in the following link:

- [Link 10 - Air Quality monitoring](#) CU
- [Link 11 - Air Quality monitoring](#) Ramon Garibay Hospital
- [Link 12 -Air Quality monitoring](#) Amphitheatre

We have changed our process. To eliminate the use of formaldehyde, we acquired 2 plasticized corpse and digital alternatives for the anatomy classes. We still have bodies in the tub room, until our forensic authorities allow us to cremate them.

The bone preparation area is no longer in use.

## Tabasco

Workplace Monitoring Parameter	Sample Collection and Analysis Frequency	WBG/IFC Maximum <sup>3</sup> Threshold Limit Value (TLV-TWA)	UAG Performance in WBG/IFC units <i>Annual average of quarterly samples</i>	Mexican Regulatory Limits and Units	UAG Performance in Mexican units <i>Annual average of quarterly samples</i>
<b>Workplace Respirable Air Concentrations</b>					
<b>TABASCO</b>					
Total Suspended Particulates Amphiteater Universidad Autónoma de Guadalajara, campus Tabasco	Biannual	210.0 µg/m <sup>3</sup>	85.8 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	85.8 µg/m <sup>3</sup>
Total Suspended Particulates, Cafeteria, Universidad Autónoma de Guadalajara, campus Tabasco	Biannual	210.0 µg/m <sup>3</sup>	< 9.5 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	< 9.5 µg/m <sup>3</sup>
Total Suspended Particulates, Building D, Universidad Autónoma de Guadalajara, campus Tabasco	Biannual	210.0 µg/m <sup>3</sup>	19.1 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	19.1 µg/m <sup>3</sup>
Total Suspended Particulates, Building B Universidad Autónoma de Guadalajara, campus Tabasco	Biannual	210.0 µg/m <sup>3</sup>	< 9.5 µg/m <sup>3</sup>	210.0 µg/m <sup>3</sup>	< 9.5 µg/m <sup>3</sup>
Amphitheater - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	0.027 mg/m <sup>3</sup>	3 mg/m <sup>3</sup>	0.027mg/m <sup>3</sup>
Cafeteria - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	0.037 mg/m <sup>3</sup>	3 mg/m <sup>3</sup>	0.037 mg/m <sup>3</sup>
Auditorium Ed D- Formaldehyde	Biannual	3 mg/m <sup>3</sup>	0.0501 mg/m <sup>3</sup>	3 mg/m <sup>3</sup>	0.0501 mg/m <sup>3</sup>
Parking lot - Formaldehyde	Biannual	3 mg/m <sup>3</sup>	0.04 mg/m <sup>3</sup>	3 mg/m <sup>3</sup>	0.04 mg/m <sup>3</sup>
Auditorium Ed B- Formaldehyde	Biannual	3 mg/m <sup>3</sup>	0.0361 mg/m <sup>3</sup>	3 mg/m <sup>3</sup>	0.0361 mg/m <sup>3</sup>

The Complete results of the Air Quality Monitoring are in the following link:

- [Link 13 -Air Quality monitoring Tabasco](#)

<sup>2</sup> Maximum limits from IFC Guidelines and the NIOSH Pocket Guide to Chemical Hazards



## 2.3 Incident Statistics Monitoring

### A) TOTAL AMOUNTS

#### Guadalajara

Report TOTAL numbers for each category	This reporting period Año 2020		This reporting period Año 2019		This reporting period Año 2018		This reporting period Año 2017		This reporting period Año 2016	
	UAG employees	Contractor employees <sup>5</sup>	UAG employees	Contractor employees <sup>4</sup>	UAG employees	Contractor employees	UAG employees	Contractor employees	UAG employees	Contractor employees
Employees and contractors	3010	200	3,286	380	3,466	388	3,351	412	3,125	402
Man-hours worked	8'789,456	416,000	9'595,920	790,400	10'120,528	807,040	9 783 552	856,960	9 124 736	836,160
Fatalities	0	0	0	0	0	0	0	0	0	0
Non-fatal injuries <sup>5</sup>	7	0	13	0	18	0	23	10	35	12
Lost workdays <sup>6</sup>	461	0	454	0	539	0	448	96	955	120
Vehicle collisions <sup>7</sup>	0	NI	10	NI	7	NI	6	NI	7	NI
Incidence <sup>8</sup>	0.796	0	1.35	0	1.78	0	2.35	11.66	4.05	14.35

Source: Human Resources System and Maintenance Department

Note: Average employees during the year

#### Tabasco

Report TOTAL numbers for each category	2020	2019	2018	2017	2016
	UAG employees	UAG employees	UAG employees	UAG employees	UAG employees
Employees and contractors	291	312	392	403	307
Man-hours worked	850,272	912,064	1'145,632	1,175,688	579,6616
Fatalities	0	0	0	0	0
Non-fatal injuries	1	7	4	6	6
Lost workdays	16	152	135	0	92
Vehicle collisions	0	0	0	0	0
Incidence	1.18	7.67	3.49	5.10	10.35

<sup>4</sup> Including construction workers

<sup>5</sup> Incapacity to work for at least one full workday beyond the day on which the accident or illness occurred.

<sup>6</sup> Lost workdays are the number of workdays (consecutive or not) beyond the date of injury or onset of illness that the employee was away from work or limited to restricted work activity because of an occupational injury or illness.

<sup>7</sup> Vehicle Collision: When a vehicle (device used to transport people or things) collides (comes together with violent force) with another vehicle or inanimate or animate object(s) and results in injury (other than the need for First Aid) or death.

<sup>8</sup> Calculate incidence using the following equation:  $(\# \text{ of Non-fatal injuries} * 1,000,000) / \text{Total man-hours worked}$ . Use the total lost workdays to calculate the incidence for this reporting period, reporting periods 1 year ago and 2 years ago, as required above.

**B) FATALITY DETAILS FOR THIS REPORTING PERIOD**

UAG employees or contractor employees?	Time of death after accident	Cause of fatality	Corrective measures to prevent reoccurrence
UAG / Contractors	0	0	0

**C) NON-FATAL INJURIES DETAILS FOR THIS REPORTING PERIOD**

Tabasco is included

UAG employees or contractor employees? UAG 8 employees	Total lost workdays 477 days	Description of injury	Cause of accident	Corrective Measures to Prevent reoccurrence
1	7	LEFT ANKLE SPRAIN	INSECURE ACT	ACCIDENT IN COMMISSION. HAPPENS AT CUSTOMER FACILITIES.
2	14	LUMABLGIA	INSECURE ACT	INADEQUATE POSTURE. REINFORCEMENT IN TRAINING IN LOAD HANDLING
3	21	RIGHT KNEE SPRAIN	INSECURE ACT	INADEQUATE POSTURE. THE PERSON HAD A MEDICAL CONDITION (GONARTHROSIS).
4	16	ANKLE SPRAIN	INSECURE ACT	PERSONAL FACTOR, INNATENTION
5	38	HIP CONTUSION	INSECURE ACT	PERSONAL FACTOR, INNATENTION
6	16	FRACTURE OF THE NOSE	INSECURE CONDITION	GIVE PERSONAL PROTECTION EQUIPMENT (SECURITY SHOES).
7	12	CERVICAL SPRAIN	INSECURE ACT	REINFORCEMENT IN TRAINING IN LOAD HANDLING
8	353	LEFT KNEE SPRAIN	INSECURE ACT	PERSONAL FACTOR AND INADEQUATE POSTURE. THE PERSON HAD A MEDICAL CONDITION (GONARTHROSIS).
<b>TOTAL</b>	<b>477</b>			

**SOURCE: HUMAN RESOURCES DATA BASES AND SURVEILLANCE BLOGS**

**D) VEHICLE COLLISION DETAILS FOR THIS REPORTING PERIOD –**

There are non-fatal injuries or important injuries in these car accidents.

**CAR ACCIDENTS INSIDE OUR FACILITIES FROM APRIL 2020 TO MARCH 2021**

**YEAR 2020**

<b>DATE</b>	<b>TIME</b>	<b>PLACE</b>	<b>CONDITION OF THE PASSENGER</b>	<b># PASSENGERS</b>	<b>INJURY</b>
<i>APR</i>	NONE	NONE	NONE	NONE	NONE
<i>MAY</i>	NONE	NONE	NONE	NONE	NONE
<i>JUNE</i>	NONE	NONE	NONE	NONE	NONE
<i>JULY</i>	NONE	NONE	NONE	NONE	NONE
<i>AUGUST</i>	NONE	NONE	NONE	NONE	NONE
<i>SEPTEMBER</i>	NONE	NONE	NONE	NONE	NONE
<i>OCTOBER</i>	NONE	NONE	NONE	NONE	NONE
<i>NOVEMBER</i>	NONE	NONE	NONE	NONE	NONE
<i>DECEMBER</i>	NONE	NONE	NONE	NONE	NONE

**YEAR 2021**

<b>DATE</b>	<b>TIME</b>	<b>PLACE</b>	<b>CONDITION OF THE PASSENGER</b>	<b># PASSENGERS</b>	<b>INJURY</b>
<i>JANUARY</i>	NONE	NONE	NONE	NONE	NONE
<i>FEBRUARY</i>	NONE	NONE	NONE	NONE	NONE
<i>MARCH</i>					
24/03/2021	10:27 hrs.	CU	Normal	1	Any

[\(Link 14- Click here\)](#) to see the report.

## 2.4 Life and Fire Safety

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UAG FIRE SAFETY ACTIVITIES	MANDATORY FREQUENCY	DATE(S) PERFORMED	OBSERVED DEFICIENCIES	CORRECTIVE ACTIONS AND SCHEDULE FOR IMPLEMENTATION
FIRE DRILLS	MINIMUM: THREE (3) / YEAR	NOT PERFORMED	INFORMATION BELOW	INFORMATION BELOW
INSPECTION AND RECHARGE OF FIRE EXTINGUISHERS	MINIMUM: FOUR (4) / YEAR INSPECTIONS/ YEAR	INFORMATION BELOW	INFORMATION BELOW	INFORMATION BELOW

### A) FIRE AND EARTQUAKE DRILLS:

During the year 2020, the nationally scheduled earthquake and fire drills during the months of May and September could not be carried out due to social isolation and the fact that all university employees were working at home, due to the coronavirus pandemic.

### B) INSPECTION AND RECHARGE OF FIRE EXTINGUISHERS

We attached the report in the next link, [\(Link 15- click here to see\)](#).

## 2.5 Significant OHS Events

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If there were other OHS events (accidents, training, issues relating to contractors etc) that occurred this year please summarize them here.

- A. During 2020, a total of 321 medical examinations were performed on employees who are exposed to environmental agents, such as noise, dust, chemicals, heavy loads, biological infectious, psychosocial, among others. Given the situation of the COVID-19 pandemic, the number of exposed personnel was reduced, and exposure was limited due to the adaptation of home office activities.
- B. In the face of the COVID-19 pandemic, the efforts of the University's health area focused on prevention activities, detection, and epidemiological surveillance of COVID-19 cases in our community. For this reason, COVID-19 protection kits were delivered to employees who needed to carry out an on-site activity. The kit consists of alcohol gel, sanitizing solution, microfiber cloth, KN-95 type mask and instructions for use.
- C. With the support of the Ministry of Health, an Influenza vaccination campaign was carried out for all members of the University, as well as a Pneumococcal and hepatitis vaccination campaign for groups vulnerable to these diseases. [\(Link 16- click here to see information\)](#). The Tabasco campus also carried out an influenza vaccination campaign for all personnel working on campus [\(Link 17-click here\)](#).
- D. This year we also provide specialized equipment for industrial safety and security [\(Link 18- click here\)](#).

- E. Personal protective equipment was also delivered to the Tabasco campus and a training session was given to personnel on its use. [\(Link 19- click here\)](#).

### 3. SIGNIFICANT ENVIRONMENTAL AND SOCIAL EVENTS

Please describe any significant environmental and or social events in the past year (for example fines, penalties for poor environmental performance, awards for good environmental management etc.).

#### 3.1 Social Events

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##### A. 85<sup>TH</sup> ANNIVERSARY OF THE FOUNDING OF THE AUTONOMOUS UNIVERSITY OF GUADALAJARA

The Autonomous University of Guadalajara celebrated a very special date in 2020. It is the 85th anniversary of its founding as the first private university in the history of Mexico. [\(click here\)](#) and [\(click here\)](#).

During the celebrations for the anniversary of the UAG, the Distinguished Alumni event was held, where ten distinguished graduates received the "Lic. Antonio Leño Álvarez del Castillo" award.

The "Lic. Antonio Leño Álvarez del Castillo" award is given in recognition of those graduates who have excelled in the national and international educational, artistic and cultural, sports, health, technological, financial, communication, business and innovation, social and humanitarian, fashion, advertising, architectural, and governmental fields, among other categories, due to their professional careers.

The award is named "Lic. Antonio Leño Álvarez del Castillo" in honor of the co-founder and rector Antonio Leño Álvarez del Castillo, who passed away in 2010. [\(click here to see the news\)](#).

##### B. CENTER FOR LIGHTING TECHNOLOGY:

We continue working to consolidate the research, teaching and research centers, the first phase of construction of the Lighting Technology Center (CTI) has been completed. During 2020, work will continue to consolidate the center.

##### C. SOCIAL RESPONSIBILITY:

In 2020 we once again participated before the CEMEFI (Mexican Center for Philanthropy) to obtain the distinctive Socially Responsible Company (ESR).



The ESR<sup>®</sup> Distinctive is a recognition granted annually in Mexico by the Mexican Center for Philanthropy (Cemefi) which accredits the company to its stakeholders, who voluntarily and publicly assume the commitment to implement and continuously improve socially responsible management, as part of its culture and business strategy. The Social Responsibility comprised of four basic and strategic lines or areas: Ethics and

corporate governance, Quality of life in the company (social dimension of work), Linkage and commitment to the community and its development, Care and preservation of the environment.

For the second year we have been recognized as a socially responsible company (ESR) in February 2021. To see the official CEMEFI report of obtaining the distinctive, [\(Link 20- click here\)](#).

In addition, the "UAG Te ReConoce" program of the UAG was selected as the "Best CSR Practice 2020" in the category of Quality of Life in the Company by the Mexican Center for Philanthropy (Cemefi). This program recognizes its employees for their extraordinary effort for the benefit of the institution, their colleagues and the UAG university community. The 2020 CSR Best Practice is a distinction that is awarded to companies for practices that have been in place for more than one year and benefit collaborators in the daily life of the organizations. [\(Link 21- click here to see the news\)](#).

#### **D. OTHERS SOCIAL EVENTS:**

On 2020 UAG receive some very important recognitions for its university management in different aspects, administrative, operational, financial and support for entrepreneurs:

- The Center for Technological Innovation and services for the Food Industry (CITSIA), continues with its agri-food updating and professionalization program and offers academic links for our students.
- Fiscal and financial operation with 0 qualifications by the Ministry of National Finance (SHCP)
- Audit with 0 observations by KPMG.
- Iso 27000 recertification.
- The Autonomous University of Guadalajara (UAG) was selected to preside this 2020 Jalisco Journalism Award.

#### **E. Social Support and Charity Activities:**

Every year, the Autonomous University of Guadalajara, through the Social Assistance Department, delivers monthly basic supplies to low-income employees and their families. During the year 2020, more than 1,500 pantries were delivered. The delivery of the groceries was carried out in accordance with all safety and healthy distance protocols.

The university, reaffirming its commitment to Mexican society and continuing with its work to carry out campaigns to collect supplies, as well as health campaigns, this in support of the most vulnerable groups of society, such as:

- Students and professors of medicine uag support child with tumor-puncture operation Jalisco [\(Click here to see the news\)](#).
- Students rally support for children with cancer and their families [\(click here to see the news\)](#).
- Recycled materials are used to build playground equipment for children in Tlajomulco city [\(click here to see the news\)](#).
- UAG campus Tabasco delivers food supplies affected by floods state [\(click here to see the news\)](#).

- UAG delivers supplies to civil protection of Cihuatlán city ([click here to see the news](#)).
- UAG awards 100% scholarships to outstanding mexican young people ([click here to see the news](#)).
- UAG students give support to "Hogares de la Caridad, A.C". ([click here to see the news](#)).

### Support during the COVID 19 pandemic health emergency

The Autonomous University of Guadalajara, in solidarity with the government and the people of the state in the fight against this disease, decided to lend the Angel Leaño Hospital to be used as part of the actions of the Government's Hospital Reconversion and Scaling-up Plan to care for COVID patients. ([Click here to see the news](#)), and ([click-here](#)).

## 3. 2 ENVIRONMENTAL EVENTS

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### A. Events

Committed to the protection of the ecosystem, the university continues to carry on actions to extend the knowledge and the need for a sustainable environment.

Due to the sanitary contingency, we have been in since 2020, we did not have many environmental events or actions. However, having to adapt to the situation, some online events were developed, such as webinars, including:

- Webinar learning how to interpret my electricity bill ([Link 22-click here](#)).
- Webinar energy efficiency and Solar energy for water heating 2020 ([Link 23-click here](#)).
- Energy efficiency and solar heat webinar, 2020 regulations ([Link 24-click here](#)).
- Webinar evolution of solar generation in Mexico ([Link 25-click here](#)).
- Talk on "Restoring ecosystems is vital for sustainable development" ([click here to see the news](#)).
- The conference "Advances and Challenges in Photocatalytic Removal of Emerging Pollutants" was held as part of the 2021 Research Seminar of the Dean of Design, Science and Technology of this university. ([click here to see the news](#)).

The UAG also provide support for the projects of its students that hold this initiative, projects such as:

- UAG students participate in the national meeting of experts on solid waste ([click here to see the news](#)).
- UAG researcher presented the results of studies carried out in the laboratories of the educational institution during the international Webinar "Emerging contaminants in water: generation, problems and treatment alternatives". ([click here to see the news](#)).
- UAG students and alumni to present research at international forum ([click here to see the news](#)).
- UAG researchers present thesis at international workshop in France ([click here to see the news](#)).
- Environmental restoration student wins research poster exhibition contest ([click here to see the news](#)).
- UAG students present research on wastewater cleanup ([click here to see the news](#)).

In addition to the above, we are working to make our facilities friendly to the environment, for which we are carrying out the following actions:

- Change ecological urinals and water saving faucets for hand washing. ([Link 26- click here to see the report](#)).
- Replacing the luminaires with low consumption luminaires and LED technology. ([Link 27 -click here to see the report](#)).
- Providing parking spaces for green cars that require energy charging. ([Link 28- click here to see the report](#)).

## **B. GREEN CAMPAIGN**

We continue with actions to use environmentally friendly supplies and products, for which we are replacing the use of single-cup cups with biodegradable cups, as well as the use of plastic garbage bags with biodegradable bags.

In office supplies we are using printing or writing paper made from the fiber of sugar cane, which is classified as "Friend of Nature". Through the process of making paper with this fiber, solid waste is reduced, and a fine, biodegradable and recyclable paper is produced.

## **C. TABASCO PROJECTS**

Tabasco Campus participated in the World Water Day organized by CONAGUA-CEAS of the State of Tabasco. ([Link 29-click here](#)).

In addition, water care was promoted internally among the university community and we participated in the conference "What is Water Infrastructure".([Link 30- click here to see](#)).



## 4. COMPLIANCE WITH IFC/WBG ENVIRONMENTAL POLICIES AND GUIDELINES AND HOST COUNTRY REGULATIONS

### 4.1 Consumption of electricity, water, gas, diesel and gasoline

The following Excel File ([Link 33- click here](#)) explains the consumption of water, energy and natural gas from April 2019 To March 2020 including Guadalajara and Tabasco.

### 4.2 Waste water

In the following links there are the reports of the waste water tests:

During 2020, no studies were conducted at some campuses of the UAG, due to the fact that no physical work was being done at the facilities because of the COVID 19 pandemic. The results presented here are from the areas that, due to their nature, did have face-to-face activities.

[Link 31 Waste Water Test – Ramon Garibay Hospital](#)

[Link 32 Waste Water Test- Odontology Clinic](#)

### 4.3 Hazardous Materials Management

Hazardous materials are materials (such as fuel, radioactive matter, flammable or toxic chemicals) that represent an excessive risk to property, the environment or human health because of their physical and/or chemical characteristics. Please summarize (for all sites) in the table below how hazardous materials are managed in UAG facilities / Clinics.

#### CU – MAIN CAMPUS

Hazardous Material (Name and Number UN/CAS)	Class or division <sup>9</sup>	Annual Quantity	Maximum Quantity Stored on Site
<b>Hazardous Materials Used</b>			
<i>1-4 Dioxane 123-91-1</i>	Flammable liquid	1.036 Liters	2.7 Liters
<i>Acetic acid 64-19-7</i>	Corrosive substance	1.5 Liters	3.5 Liters
<i>Acetone 67-64-1</i>	Flammable liquid	8.6 Liters	10 Liters
<i>Acetonitrile 75-05-8</i>	Flammable liquid	50.4 Liters	55 Liters
<i>Acrylamide 79-06-1</i>	Toxic substance	0.9 kilograms	4.1 kilograms
<i>Acetylacetone 123-54-6</i>	Flammable liquid	0.1 Liters	0.7 Liters
<i>Ammonium chloride 12125-02-9</i>	Other dangerous substance	0.99 Kilograms	1.8 Kilograms
<i>Ammonium hydroxide 1336-21-6</i>	Corrosive substance	3.6 Liters	12.4 Liters

<sup>9</sup> UN classification (1. Explosives; 2. Gases ; 3. Flammable liquids ; 4. Flammable solids ; 5. Oxidizing substances ; 6. Toxic and infectious substances ; 7. Radioactive material; 8. Corrosive substances; 9. Miscellaneous hazardous materials.)

<i>Azomethine-H 206752-32-1</i>	Toxic substance	0.0 Kilograms	0. 015 Kilograms
<i>Barium chloride 10326-27-9</i>	Toxic substance	0.93 Kilograms	0.4 Kilograms
<i>Benzidine 92-87-5</i>	Toxic substance	0.08 Kilograms	0.1 Kilograms
<i>Benzyl alcohol 100-51-6</i>	Flammable liquid	0.5 Liters	1 Liters
<i>Benzene 71-43-2</i>	Flammable liquid	0.8 Liters	1.2 Liters
<i>Chloroform 67-66-3</i>	Toxic substance	0.7 Liters	2 Liters
<i>Cyclohexane 110-82-7</i>	Flammable liquid	2.5 Liters	17.5 Liters
<i>Cyclohexanone 108-94-1</i>	Flammable liquid	0.6 Liters	1.4 Liters
<i>Dimethyl sulfoxide 67-68-5</i>	Flammable liquid	9.3 Liters	12.55 Liters
<i>Diphenylamine 122-39-4</i>	Toxic substance	0.025 kilograms	0.055 kilograms
<i>Dichloromethane 75-09-2</i>	Toxic substance	14.4 Liters	5.6 Liters
<i>N - N dimethylformamide 68-12-2</i>	Flammable liquid	0.210 Liters	4 Liters
<i>Ethanol 64-17-5</i>	Flammable liquid	7.6 Liters	34 Liters
<i>Ethanolamine 141-43-5</i>	Toxic substances	0.02 Liters	0.9 Liters
<i>Ethyl eter 60-29-7</i>	Flammable liquid	6.247 Liters	4 Liters
<i>Ethylene glycol 107-21-1</i>	Toxic substance	0.467 Liters	0.5 Liters
<i>Formic acid 64-18-6</i>	Corrosive substance	1.299 Liters	5 Liters
<i>Formaldehyde 50-00-0</i>	Toxic substances	5.0 Liters	29 Liters
<i>Hexane 110-54-3</i>	Flammable liquid	5.5 Liters	7 Liters
<i>Hydranal</i>	Flammable liquid	5.5 Liters	7.0 Liters
<i>Hydrochloric acid 7647-01-0</i>	Corrosive substance	0.4 Liters	3 Liters
<i>Hydrogen peroxide 7722-84-1</i>	Oxidizing substance	2.3 Liters	1.735 Liters
<i>Isopropyl alcohol 67-63-0</i>	Flammable liquid	0.6 Liters	3.75 Liters
<i>Mercury(II) chloride 7487-94-7</i>	Toxic substance	0.1 Kilograms	0.5 Kilograms
<i>Methanol 67-56-1</i>	Flammable liquid	51 Liters	40 Liters
<i>Methyl isobutyl ketone 108-10-1</i>	Flammable liquid	1 Liters	1 Liters
<i>Methylcyclohexane 108-87-2</i>	Flammable liquid	0.5 Liters	1 Liters
<i>Morpholine 110-91-8</i>	Flammable liquid	0.0 Liters	0.1 Liters
<i>Nitric acid 7697-37-2</i>	Corrosive substance	0.0 Liters	2.5 Liters
<i>Nitrobenzen 98-95-3</i>	Toxic substance	0.6 Liters	1.4 Liters
<i>o-Phenylenediamine 95-54-5</i>	Toxic substance	0.002 Kilograms	0.008 Kilograms
<i>Perchloric acid 7601-90-3</i>	Corrosive substance	7.525 Liters	8 Liters
<i>Petroleum ether 8032-32-4</i>	Flammable liquid	5.290 Liters	15 Liters
<i>Phenol 108-95-2</i>	<i>Corrosive substance</i>	<i>0.017 Kilograms</i>	<i>0.5 Kilograms</i>
<i>Phosphoric acid 7664-38-2</i>	<i>Corrosive substance</i>	<i>0.500 Liters</i>	<i>5 Liters</i>
<i>Potassium 7440-09-7</i>	<i>Flammable solid</i>	<i>0 Kilograms</i>	<i>0.700 Kilograms</i>
<i>Potassium cyanide 151-50-8</i>	<i>Toxic substance</i>	<i>0.075 Kilograms</i>	<i>0.5 Kilograms</i>
<i>Potassium hydroxide 1310-58-3</i>	<i>Corrosive substance</i>	<i>0.212 Kilograms</i>	<i>1 Kilograms</i>
<i>Pyridine 110-86-1</i>	<i>Flammable liquid</i>	<i>3 Liters</i>	<i>7 Liter</i>
<i>Silver nitrate 7761-88-8</i>	<i>Toxic substance</i>	<i>0.135 Kilograms</i>	<i>0.4 Kilograms</i>
<i>Sodium borate 1303-96-4</i>	<i>Flammable solid</i>	<i>0.01Kilograms</i>	<i>1.0 Kilograms</i>
<i>Sodium hidroxide 130-73-2</i>	<i>Corrosive substance</i>	<i>0.01 Kilograms</i>	<i>5 kilograms</i>
<i>Sulfuric acid 7664-93-9</i>	<i>Corrosive substance</i>	<i>0.5 Liters</i>	<i>20.5 Liters</i>
<i>Toluene 108-88-3</i>	<i>Flammable liquid</i>	<i>0.56 Liters</i>	<i>4.3 Liters</i>
<i>Tetrahydrofuran 109-99-9</i>	Flammable liquid	0.1 Liters	0.9 Liters

**Tabasco**

<b>Hazardous Material (Name and Number UN/CAS)</b>	<b>Class or division<sup>10</sup></b>	<b>Annual Quantity</b>	<b>Maximum Quantity Stored on Site</b>
<b>Hazardous Materials Used</b>			
<i>Acetaldehyde 75-07-0</i>	Flammable liquid	0.05 Liters	0.1 Liters
<i>Aniline 62-53-3</i>	Flammable liquid	0	1.5 Liters
<i>Acetic acid 64-19-7</i>	Corrosive substance	0 Liters	2.5 Liters
<i>Acetone 67-64-1</i>	Flammable liquid	0 Liters	6 Liters
<i>Acetonitrile 75-05-8</i>	Flammable liquid	1.4 Liters	2 Liters
<i>Benzophenone 119-61-9</i>	Flammable liquid	0 Liters	0.1 Kilograms
<i>Sodium borohydride 16940-66-2</i>	Flammable solid	0 Kilogram	0.200 kilograms
<i>Buffer for water hardness</i>	Corrosive substance	0.0 Liters	9 Liters
<i>Calcium carbonate 101-33-95</i>	Toxic substance	0.2 Kilogram	1 Kilograms
<i>Diphenylamine 70-20-50</i>	Toxic substance	0.05 Kilograms	0.1 Kilograms
<i>Ethanol 64-17-5</i>	Flammable liquid	0 Liters	20 Liters
<i>Ethyl ether 60-29-7</i>	Flammable liquid	2 Liters	3 Liters
<i>Ethyl acetate 141-78-6</i>	Flammable liquid	0 Liters	5 Liters
<i>Hexane 110-54-3</i>	Flammable liquid	0 Liters	12 Liters
<i>Hydrochloric acid 7647-01-0</i>	Corrosive substance	0.1 Liters	7 Liters
<i>Hydrogen peroxide 7722-64-7</i>	Oxidizing substance	0.1 Liters	5 Liters
<i>Isopropyl alcohol 67-03-0</i>	Flammable liquid	0.5 Liters	0.5 Liters
<i>Lead(II) nitrate 29-25-25</i>	Toxic substance	0.02 kilograms	0.5 Kilograms
<i>Methyl orange 547-58-0</i>	Flammable solid	0.005 kilograms	0.03 Kilograms
<i>Nitric acid 7697-37-2</i>	Corrosive substance	1 Liters	3 Liters
<i>Pyridine 110-86-1</i>	Flammable liquid	0 Liters	0.4 Liters
<i>Perchloric acid 7601-90-3</i>	Corrosive substance	0.5 Liters	0.5 Liters
<i>Phenol crystals 93-99-2</i>	Corrosive substance	0.0 Kilograms	0.2 Kilograms
<i>Potassium persulfate crystals 7727-21-1</i>	Toxic substance	0.0 Kilograms	0.5 Kilograms
<i>Petroleum ether 8038-32-4</i>	Flammable liquid	0 Liters	5.0 Liters
<i>Potassium cyanide 151-50-8</i>	Toxic substance	0.0 Kilograms	1 Kilograms
<i>Potassium hydroxide 1310-58-3</i>	Corrosive substance	0.01 Kilograms	1 Kilograms
<i>Silver nitrate 51-31-78</i>	Toxic substance	0.04 Kilograms	0.04 Kilograms
<i>Sodium sulfate 7757-82-6</i>	Corrosive substance	0.02 Kilograms	1.5 Kilogram
<i>Sulfuric acid 7664-93-7</i>	Corrosive substance	0.0 Liters	3.0 Liters
<i>Carbon Tetrachloride 56-23-5</i>	Flammable liquid	0.01 Liters	0.6 Liters
<i>Toluene 108-88-3</i>	Flammable liquid	0.1 Liters	2 Liters
<i>Xilene 1330-20-7</i>	Flammable liquid	0 Liters	1 Liters

<sup>10</sup> UN classification (1. Explosives; 2. Gases ; 3. Flammable liquids ; 4. Flammable solids ; 5. Oxidizing substances ; 6. Toxic and infectious substances ; 7. Radioactive material; 8. Corrosive substances; 9. Miscellaneous hazardous materials.)

## GUADALAJARA

Hazardous Waste Produced	Class or division[1]	Annual Quantity	Maximum Quantity Stored on Site
<i>Inorganic acids</i>	Corrosive Substance	21 Liters	16 Liters
<i>Several solutions with ammonium</i>	Toxic substances	16 Liters	16 Liters
<i>Several solvents</i>	Flammable liquids	70 Liters	36 Liters
<i>Silver nitrate in alcohol</i>	Flammable and toxic liquids	16 Liters	16 Liters
<i>Diluted acids with heavy and not heavy metals</i>	Toxic substances	78 Liters	16 Liters
<i>Barium compounds</i>	Toxic substances	16 Liters	16 Liters
<i>Several organic acids</i>	Corrosive substances	61 Liters	20 Liters
<i>Mixed diluted mineral acids</i>	Corrosive substances	31 Liters	16 Liters
<i>Alkaline waste</i>	Corrosive substances	16 Liters	16 Liters
<i>Amines</i>	Toxic substances	95 Liters	16 Liters
<i>Chloroform</i>	Toxic substances	16 Liters	16 Liters
<i>2-Methoxyethanol, Pyridine, Iodine and Sulfur dioxide residues</i>	Flammable and toxic liquids	16 Liters	16 Liters
<i>Biological and Infectious Waste</i>	Infectious substances	336 Kilograms	50 Kilograms
<i>Reagents for dissolution (Hexane, acetonitrile, etc)</i>	Flammable and toxic liquids	250 Liters	20 Liters

## HOSPITALS

Hazardous Material (Name and Number UN/CAS)	Class or division	Annual Quantity	Maximum Quantity Stored on Site
<b>Hazardous Waste Produced</b>			
<i>Biological and Infectious Waste</i>	Infectious substances	2,153.0 Kilograms	216 Kilograms

## MEDICINE SCHOOL

Hazardous Material (Name and Number UN/CAS)	Class or division	Annual Quantity	Maximum Quantity Stored on Site
<i>Formaldehyde, CAS 50-00-0</i>	Toxic substances	500 Liters	500 Liters
<i>Phenol 108-95-2</i>	Corrosive substance	400 Kilograms	400 Kilograms
<i>Ethanol 64-17-5</i>	Flammable liquid	80 Liters	100 Liters
<b>Hazardous Waste Produced</b>			
<i>Biological and Infectious Waste</i>	Infectious substances	56 Kilograms	29 Kilograms

## TABASCO

Hazardous Waste Produced	Class or division[1]	Annual Quantity	Maximum Quantity Stored on Site
<i>Chloroform and halogenates with concentrations higher than 5 %.</i>	Flammable Substance	0 Liters	0.5 Liters
<i>Aqueous solution of various organic solvents (in water)</i>	Toxic Substance	0 Liters	3.5 Liters
<i>Aqueous solution of various inorganic solvents (in water)</i>	Toxic Substance	0 Liters	2.5 Liters
<i>Oil residues</i>	Flammable Substances	0 Liters	0 Liters
<i>Biological and Infectious Waste</i>	Infectious substances	50 Kilograms	50 kilograms
<i>Aqueous solution of chromic mixture</i>	Oxidizing substance	0 Liters	0 Liters
<i>Inorganic or mineral acids (including concentrates and mixtures)</i>	Corrosive Substance	0 Liters	0 Liters
<i>Organic acids (including concentrates and blends)</i>	Corrosive Substance	0 Liters	0 Liters
<i>Aqueous solution of several bases (in water)</i>	Corrosive Substance	0 Liters	4.5 Liters
<i>Mixture of alcohols with colorants</i>	Flammable liquid	0 Liters	10 Liters
<i>Fat Sediments</i>	Toxic Substance	190 kilograms	190 kilograms
<i>Waste of oils</i>	Flammable liquid	3,340 Liters	3,000 Liters
<i>Solid waste chemical type</i>	Toxic Substance	0 kilograms	0 Kilograms

### 4.4. Solid Waste Management

Please summarize the amount of solid waste generated for UAGs operations and describe how it is treated and disposed of in the table below

#### Guadalajara

Solid Waste Type Include description	Annual Quantity (kg)	Method of Storage[1], Handling and/or Treatment
Paper (kg)	3,809.59	It has containers in different areas of the university, RECOLECTORA INDUSTRIAL DE OCCIDENTE A. A. DE C. V. provider is responsible for the handling and transport to waste disposal.
Wood (kg)	2,568.68	
Plastic different densities (kg)	21,027.13	
Aluminum (kg)	431.66	
Paperboard (kg)	10,812.75	
Metals (kg)	1,866.43	
Glass (kg)	7,959.12	
Others (kg)	295,228.90	
<b>TOTAL</b>	<b>343,704.26</b>	

\* Column "OTHERS" means a waste which cannot be recovered as waste food, sanitary waste health, etc.

## Tabasco

Solid Waste Type Include description	Annual Quantity (kg)	Method of Storage[1], Handling and/or Treatment
Paper (kg)	1,595.0	It has containers in different areas of the university, PROMOTORA AMBIENTAL DE LA LAGUNA SA DE CV V. provider is responsible for the handling and transport to waste disposal.
Wood (kg)	0.0	
Plastic different densities (kg)	0.0	
Aluminum (kg)	18.40	
Paperboard (kg)	0.0	
Metals (kg)	80.0	
Glass (kg)	0.0	
Others (kg)	42,645.41	
<b>TOTAL</b>	<b>44,338.81</b>	

\* Column "OTHERS" means a waste which cannot be recovered as waste food, sanitary waste health, etc.

[\(Link 34- click here\)](#) to see the official waste disposal document.

Cafeteria grease trap cleaning activities were not performed as the cafeteria has not been in operation since March of last year due to the pandemic.

The amount of hazardous materials used and waste generated by the AGU was considerably lower due to the fact that, as mentioned above, there were no on-site classes during the year.

## 4.5. Cultural Heritage

IFC is concerned that its investments do not adversely affect cultural property or heritage. Please provide a summary of activities that have been implemented to ensure the cultural heritage has been protected. Has the company been cited or fined for violations of laws or regulations governing cultural property. If yes, provide details.

As last year, the UAG is A University that promotes the Moral Values and it's worry about the defense of Cultural Heritage, we have **never** been fine or cited for violations of laws or regulations governing cultural property in this year as well.

The UAG promotes Cultural Heritage, organizing, for the student and employee community, different events that foster Mexican patriotic values and traditions such as:

- [UAG celebrates the 200th anniversary of the national flag](#)
- [The UAG commemorates the 210th anniversary of the beginning of Mexican independence.](#)
- [Day of the dead](#)
- [Religious events "the UAG renews its consecration to the virgin of Guadalupe".](#)
- [UAG campus tabasco organizes the event "Live Christmas 2020"](#)
- [Collaborators celebrate " Live Christmas UAG"](#)
- [Campus tabasco employees enjoy the traditional "Rosca de Reyes" \(three kings' cake\)](#)

## 4.6. Employment Practices and Working Conditions

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Please confirm that there have been no significant changes in employment or working conditions in UAG (e.g. retrenchment of staff, changes in human resources policy or contract terms). If there have been please provide details.

There are not significant changes in our Human Resources Policy or contract terms. There has not been any retrenchment.

These are the most relevant items about the Employment Conditions and Human Resources Practices:

### a) TRAINING:

In its fifth year of validity of the teachers' career plan, we already have 56 teachers who have been classified in the different levels of teaching and research career paths, of which 48 teachers remain active within the institution. In 2020, we have 24 teachers classified into de Teachers' career plan ([Link 35- click here to see the report](#)).

In its second year of the career plan for elementary, middle and high school teachers, where they obtained, receiving 7 teacher applications according to the 2020 program, of which 6 teachers obtained the requested level. Being this program an instrument and achievement for teachers at all educational development and recognition.

[Link 36- click here](#) see the program report that includes the participation requirements, as well as evaluation criteria and results.

As every year the university invested great financial and human resources in this area. During this period, 403 training courses have been given, and 1,862 base and 1,153 partial collaborators and 219 subcontracted personnel, were trained this year in academic, disciplinary, language, institutional, civil protection, covid19, and postgraduate training. This represents 135,931 man hours of training ([Link 37- click here](#)) see the report.

Nowadays, related to the educational needs for the distance modality, the Universidad Autónoma de Guadalajara designed a teacher training program according to the demands originated by the global coronavirus pandemic. This program includes a series of courses aimed at preparing teachers for the transition from face-to-face education to virtuality. The teaching digital skills to be developed consider the management of digital educational platforms, the didactic and graphic design of courses, the management of digital tools, the production of digital resources, the management of learning environments, among others. During the implementation of the program, 1,180 teachers were trained, 55 courses were given with a total of 305 course hours and 2,509 collaborator hours. ([Link 38- click here to see the report](#)).

### b) ORGANIZATIONAL AND LABOR CLIMATE:

During 2020 the organizational climate survey was not applied, however all the areas of the university were in action plans to improve the internal climate. The following Link shows different actions performed by some areas of the university. ([Link 39- click here to see the report](#)). And the Tabasco report ([Link 40-click here](#)).

### **c) PROMOTION OF EMPLOYEES TO A NEW POSITION:**

The policy of vacancy publication established the frame of reference so that employees can aspire to a growth opportunity. Through the digital campus, 503 vacancies were published. Of these, 30 employees had an internal promotion, representing for them a professional improvement and in their perception. We also managed to attract 71 newly graduated students from UAG to join as base collaborators in different positions of specialists and heads.

The launch of the "Trainee program" was designed and prepared, which will allow the formation of a seedbed of future collaborators and leaders for the university. In June 2020, the third announcement of the UAG Trainee Program was released through digital media.

Trainee Program is looking for the next generation of teaching and administrative leaders to continue our mission and bring innovative ideas within their Alma Mater.

Currently, 5 students are participating in the Trainee Program, 3 of them are training in the Academic route and 2 in the Administrative route. The cycle of these trainees is from 2020-2022. In the previous announcement Trainee Program 2018: 4 were hired on full time and one is in process and the 2019, 3 of them are still in process. ([Link 41- click here to see the report](#)).

### **d) "ENCUENTRO CON EL RECTOR":**

At the beginning of this year there was an event named "Encuentro con el Rector" in which the President Lic. Antonio Leaño Reyes, and the Vice-presidents made an inform of the results and activities of 2020 and the challenges for 2021 to all the UAG Community ([click to see](#)).

This time the event was held virtually given the current sanitary conditions.

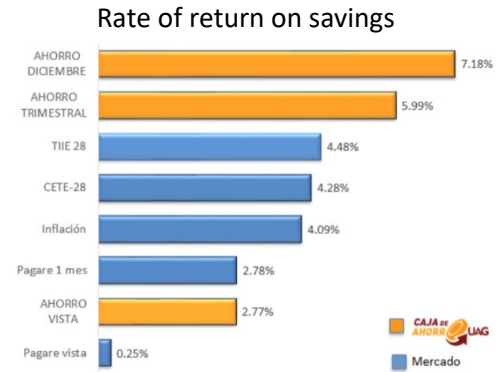
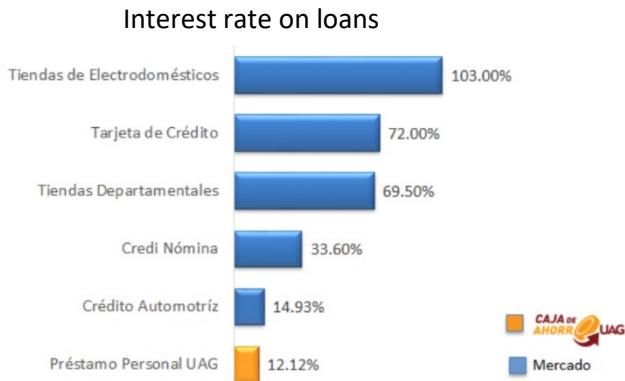
### **e) CONSOLIDATION OF THE SAVINGS BANK OF THE EMPLOYEES OF THE UAG:**

The savings bank has been consolidated as a great support for all employees by promoting a culture of savings and being a mechanism of assistance for needs. When it launched, 56% of the collaborators accepted to participate in this, to date 80% are members, the percentage of employee participation in the savings bank has been increasing year after year.

In addition to, 1,294 employees have a loan from the savings bank, many have been able to settle debts with financial and with banks, so their biweekly cash flow is higher. The participation of employees applying for a loan has also increased annually.

The graphs show the rates of return on the loans offered by the savings bank, as well as the interest rate on the loans of the savings bank, where it can be seen that we have the best rates with respect to those in the financial market. Even this year our interest rate on personal loans fell compared to 2019 and is currently the lowest in the financial market.





#### f) EMPLOYEES RECOGNITION:

UAG launched a call to recognize the employees. The call was named “**La UAG TE reconoce**”. There were 7 winners that were recognized by the authorities of UAG. The winners receive a Diploma and an economic reward. ([Link 42- click here to see the report](#)).

#### g) EXPO BENEFITS:

It is an event that the UAG carries out annually, where it makes an agreement with several companies in Guadalajara, with the aim of providing the university community (collaborators and students) with preferential prices on various products and services offered by these companies.

During 2020, this event could not be held, however the agreement with the companies remain in force and various discounts are provided to the collaborators and students.

In Tabasco, to present the agreements that the institution has, a presentation with the information of each of the participating companies was disseminated, including:

- Company name
- Logo
- Benefit granted
- Address or branches

The information was extended to the entire University Community: students, collaborators and graduates.

#### h) TOURING OUR STATE PROGRAM:

During the past year and derived from the COVID 19 pandemic, this program could not be carried out.

However, in Tabasco Campus, due to the pandemic, institutional events were modified in order to adapt to the new situation, therefore the broadcasting of "Sabores de México" (Flavors of Mexico), a video documentary that allowed us to enter into the Traditional Cuisine of the State of Tabasco through the voice of the experience of Mrs. Nelly Córdova Murillo, a native of the Chontalpa Region, who tells us part of her life

story and the reason for her inspiration to dedicate her life to the noble work of cooking. Nelly Córdova Murillo, a native of the Chontalpa Region, who tells us part of her life story and the reason for her inspiration to dedicate her life to the noble work of cooking, her greatest dream is to continue "Contributing and collaborating to enhance the traditional Mexican cuisine".

The banner features the Alma Mater logo in the top left and 'Avisos UAG Campus Tabasco' in the top right. The main text reads 'Dirección de Recursos Humanos' and 'Recorriendo el Estado desde Casa'. Below this, it says '¡Toma un tour virtual por Tabasco y conoce los colores, sabores e historia de nuestra gastronomía de mano de los expertos!' with a 'Clic aquí' button. The banner includes images of Tabasco dishes and a woman, and a '¡Ven al Cambio' logo. The footer contains social media links for 'tabasco.uag.mx', the UAG logo, and the '50' anniversary logo of the Universidad Autónoma de Guadalajara.

## 5. DATA INTERPRETATION AND CORRECTIVE MEASURES

If there have been failures of compliance with either the environmental/ occupational health and safety laws and regulations of Mexico or IFC's guidelines, please describe these in the table below and summarize efforts that have been put in place to address compliance failings.

Monitoring parameter that exceeds WBG/IFC guidelines and local regulations	Cause for monitoring parameter exceedance	Corrective action plan	Completion date	Cost	% Complete/ Status

We have accomplished all the other national standards and regulations as well as the established by IFC.

## 6. GENERAL INFORMATION AND FEEDBACK

If there are other environmental, OHS or social issues that you feel IFC needs to understand, please provide details below.

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## 7. PROGRESS IN IMPLEMENTING ACTION PLAN ACTIVITIES

Mexico: UAG #30445

ESAP from Sep 27, 2011, Implementation Status Report<sup>11</sup>

As of April, 30, 2018

#	Agreed Action	Agreed Deliverables	UAG Actions, Status, Gaps
	PS 1		
1	<p>Corporate Management System for Social and Environmental Affairs, and Occupational Health and Safety Management (ESMS)</p> <ul style="list-style-type: none"> <li>• UAG will develop, implement, and maintain a corporate management system for their operations and include social, occupational health and safety, human resources, and environmental affairs management needed to make the system a fully functional ESMS. The first step will be to identify and document the E&amp;S impacts of UAG operations. The ESMS will comply with country regulations, IFC Performance Standards and relevant WBG EHS Guidelines. The ESMS will include a formal system for monitoring, and reporting social and environmental issues to senior management, and onward to IFC in the form of an Annual Monitoring Report.</li> <li>• UAG will appoint a company representative to lead the development, implementation, and maintenance of an ESMS.</li> <li>• The ESMS shall establish an ongoing employee training program covering</li> </ul>	<p>a) Provide copy of the formal communication to IFC <u>appointing a person</u> that will lead the implementation of the ESMS and provide timeline.</p> <p>b) Provide <u>implementation framework</u> for the ESMS that includes: organizational chart, management systems procedures with respect to environmental and social issues (including but not limited to HR, water and waste water management and treatment, energy and resource use, conservation and waste minimization strategies, impacts of construction and contractor's activities and contracts, impacts of facilities construction and operation on neighbors, Life and Fire Safety (LFS), training of</p>	<ul style="list-style-type: none"> <li>• <u>Completed.</u> Pablo Canales Leaño was appointed, official letter from Nov 15, 2011</li> <li>•</li> <li>• <i>Org Chart Completed</i></li> <li>• <i>Env Mng System Procedure (basic) submitted</i> (detailed Community and Employee Grievance Mechanism procedure put in place, see (e) below)</li> <li>• <i>Activities Schedule submitted</i> (OHS Committee and Env Committee detailed activities schedules provided)</li> <li>• <i>Stipulations for monitoring and reporting – On April 25, 2013 we sent the documents:</i></li> <li>• The Environmental, Social and Security Monitoring and Reporting Policy</li> <li>• The environmental, Social and Security reporting system checklist</li> <li>✓ <i>The Environmental Management system was established by a Manual already sent an includes in this report</i></li> </ul> <p><u>Implementation Framework Org Chart</u> for the ESMS developed - committees with certain responsibilities/manuals put in place:</p> <ul style="list-style-type: none"> <li>• Security and Safety Committee – Dec 2010, to coordinate activities of a surveillance team at UAG.</li> </ul>

<sup>11</sup> Based on the reporting from the Client and shared documentation against the ESAP actions and deliverables.

	<p>E&amp;S issues based on the responsibilities and impacts of the employee's activities. It shall also include training for those employees in charge of the community engagement/grievance mechanism.</p> <ul style="list-style-type: none"> <li>• UAG will prepare a formal community engagement /grievance mechanism to be used for all of its facilities; this will include the means UAG will use to let the community know the existence of the mechanism and the policies/procedures to address any community complaints.</li> </ul>	<p>employees and community and employee grievance mechanisms), activities schedule, and stipulations for monitoring and reporting.</p> <p>c) Prepare and provide an Annual Monitoring Report (<u>AMR</u>) that addresses E&amp;S issues as well as training activities for each year, starting first year after commitment.</p> <p>d) Provide <u>a report</u> that documents that the ESMS developed is operational.</p> <p>e) Provide a copy of the documents formalizing the <u>community engagement /grievance mechanism</u> (e.g., policies, procedures, formats, etc.).</p>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety Committee –Sep 2012, to create and develop OHS Management System, based on Mexican and ILO Regulations. The schedule of activities and a progress report included.</li> <li>• Environmental Committee- Nov, 2012, to create and manage an environmental system for UAG based on Mexican regulations and IFC Guidelines. Summary of env activities and planned diagnostics included.</li> <li>• Environmental, Social and Security Committee – Oct, 2012, brings together committees 1) 2) 3) and Human Resources Rep to align their activities &amp; consolidate ESMS.</li> </ul> <p>On July 2013, we change the Structure of the Environmental, Social and Security Committee, and it was established the Environmental, Social , Security and Health Labor Committee.</p> <ul style="list-style-type: none"> <li>• We delivered on time the first AMR on April 2013, and the Second on April 2014</li> <li>• We sent documents showing that our ESMS iits operational</li> <li>• <u>Completed.</u></li> </ul> <p><u>Policy and Procedure for Community Grievance Mechanism</u> developed and in place since Oct, 2012 (grievances can be submitted by phone or through special software <a href="#">Buzón uag</a> on the UAG webpage). All comments, complaints and suggestions are received by dedicated specially trained staff members reporting directly to the CEO. There is a satisfaction survey on the service received electronically. The CEO receives statics of all cases received and resolved bimonthly.</p>
PS 2			
2	<p>HR Policy and Management</p> <ul style="list-style-type: none"> <li>• UAG will prepare a summary of the Human Resources Policy addressing all PS2 requirements, and will make it available to the employees. The HR policy will be revised to also include</li> </ul>	<p>a) Provide a copy of the summary of the <u>Human Resources Policy</u> &amp; a copy of the <u>revised HR Manual</u>, including aspects of PS2 such as non discrimination and equal</p>	<p>a) <u>Completed.</u> <u>HR Policies</u> updated (copies shared with IFC) in Nov, 2012 (Code of Conduct, Hiring Policy, Recruitment Policy, Social Responsibility Policy, Retrenchment Policy, Policy for Applicants) to include explicit non-discrimination, equal opportunity, FoA and collective bargaining requirements.</p>

	<p>reference to non-discrimination and equal, freedom of association and collective bargaining, and ensuring Terms of Employment and employees joining a union, if desired, are separate actions.</p> <ul style="list-style-type: none"> <li>UAG will develop and implement a formal employee grievance mechanism and communicate it to the employees.</li> </ul>	<p>opportunity, freedom of association and collective bargaining.</p> <p>b) Provide a copy of the documents <u>formalizing the employee grievance mechanism</u> (e.g., policies, procedures, formats, etc.).</p> <p>c) Provide a copy of the <u>internal communication</u> notifying the employees about the employee grievance mechanism.</p>	<p>A new <u>Freedom of Association Policy</u> developed in Nov, 2012. <u>Code of Conduct</u> now mentions IFC PS 2 as an international standard.</p> <p>b) <u>Completed</u>. Formal Employee Grievance Mechanism introduced. <u>Policy, Procedure and Electronic System</u> officially launched in Aug, 2012, sufficiently detailed. Suggestion/complaint boxes installed; photos provided.</p> <p>c) <u>Completed</u>. Employees were informed about the mechanism and procedure via a <u>written communication</u> in Oct, 2012, copy of the internal communication provided.</p>
3	<p>Protecting the Work Force (OHS)</p> <ul style="list-style-type: none"> <li>UAG will develop a contractor selection policy. This policy will require the contractor to certify that no child or forced labor is used in any of the work they perform for UAG, that all of the contractor employees have social security services and follow local and IFC Occupational Health and Safety (OHS) guidelines. This should also be integrated into ESMS in PS1.</li> </ul>	<p>a) Provide a copy of the <u>contractor selection policy</u> and section in ESMS where process is detailed.</p>	<p>a) <u>Completed</u>. <u>New Contactors Evaluation Manual</u> developed, Sep, 2012, introducing an operational framework for all suppliers/contractors (electronic registry, evaluation process, adherence to local OHS rules, mandatory evaluation/monitoring based on 4 criteria, each contractor has an assigned UAG supervisor, evaluation scale, etc).</p> <p><u>OHS Guidelines for Employees of Contractors</u>, Oct 2012, requires an adherence of all employees to this guidelines and local regulations.</p> <p><u>OHS Manual for Contractors and Suppliers</u>, Oct, 2012, mandatory for all suppliers to follow IFC General OHS Guidelines, no child/forced labor requirement included as appears under IFC PS2; all employees must be registered with Mexican Social Security Institute; safety and emergency preparedness programs in place; regular inspections, audits.</p> <p><u>Letter of Confirmation</u> for contractors to sign that they received/read the Manuals and the Guidelines and agree with the requirements and consequences.</p>
	PS 3		
4	<ul style="list-style-type: none"> <li>UAG will comply with Mexican and WB EHS Guidelines regarding water and</li> </ul>	<p>a) Provide a copy of the input and <u>waste management system procedure</u> in ESMS for</p>	<p>a) <u>Completed</u></p>

<p>waste water treatment and will have on site WWTPs for all major renovations or new construction.</p> <ul style="list-style-type: none"> <li>• UAG will development a pest control policy that uses only low toxicity chemical, in particular for K-12 school sites.</li> <li>• Add grease traps to meet IFC requirements on oil and grease discharged in effluent by cafeterias in HAL and other facilities, as necessary.</li> </ul>	<p>review and provide <u>testing results</u> from independent lab reports monitoring quality of potable water and waste water disposal in AMR.</p> <ul style="list-style-type: none"> <li>b) Provide a copy of the <u>policy and specifications for the low toxicity chemicals</u> to be used for pest control</li> <li>c) Provide copies of <u>photos to show new grease traps</u>.</li> </ul>	<p>Basic waste management system, as part of the Env Mng System, submitted. Hazwaste mng procedure was established.</p> <p>UAG is separating solid waste in some of their facilities, and in 2014 other campus are going to start the process. We already sent photos of these procedures.</p> <p>No new expansion or/and construction is currently planned. Only smaller renovations. UAG shared <u>Waste Water Treatment Plant</u> construction plans for Angel Leano Hospital (to serve the population around 2,800 people), including: plant's characteristics, processes, installation, costs, timeline, energy consumption, etc. The Plant is already built since June 2013. The Water Results were sent and they are ok. The second Phase is reuse the water for watering gardens.</p> <p>Independent lab <u>tested waste water</u>; the results are mostly within IFC &amp; local standards with only total suspended solids being slightly higher than IFC permitted values. The first AMR is not due yet.</p> <p>b) Policy and specifications for the low toxicity chemicals to be used for pest control –</p> <p>On December 2012, and March 23, 2013 I sent you and email with the following information</p> <ol style="list-style-type: none"> <li>1. Policy Control of Spraying Pesticide used in UAG Facilities</li> <li>2. Certificate of Service – Example of one of our suppliers Fumigadora Industrial de Occidente</li> <li>3. Relationship of pesticed used in UAG by Mortex as an example</li> <li>4. Mortex Department of Health License as an example</li> </ol> <p>c) <u>Completed</u>.</p> <p><u>Grease traps</u> added in all UAG cafeterias (some are new; some are being updated in a due course). Photos shared.</p>
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			<u>Policy of Waste Oil and Grease disposal</u> developed. Company "GHUSA" hired to collect and dispose oil and grease (approved by Mexican authorities).
	PS 4		
5	<u>Emergency Preparedness and Response:</u> <ul style="list-style-type: none"> <li>UAG will ensure that all its existing facilities have an updated Civil Protection Plan, inclusive of a first aid training program, and a plan for firefighting (i.e., use of extinguishers and evacuation brigades) and seismic events.</li> <li>UAG will engage a suitably qualified professional, approved by IFC, to complete an audit of the LFS systems of a sample of their existing assets (high risk assets such as multi story buildings, hotels and stadiums) as agreed with by IFC, and will subsequently develop a Corrective Action Plan (CAP) to address deficiencies and recommendations specified in the audit report(s).</li> <li>UAG will engage a suitably qualified professional approved by IFC, to prepare a Master Plan for all planned expansion and major renovations or expansions, including the design documents according to WBG EHS General Guidelines and in compliance with international and national standards, and once construction is complete, confirm compliance with the original Master Plan design.</li> </ul>	<ul style="list-style-type: none"> <li>a) Provide copies of the stamped <u>submittal letters</u> for all the facilities and copies of the <u>Civil Protection Plan</u> as each facility is renovated going forward.</li> <li>b) Provide evidence of yearly <u>employee training activities</u> on first aid and use of fire extinguishers and provide copies of the fire extinguisher inspection/re-charge services invoices in Annual Monitoring Reports (AMR).</li> <li>c) Provide a copy of the <u>third party LFS Audit Report</u> of the specified UAG assets, and the Corrective Action Plan (<u>CAP</u>) completed to address deficiencies and recommendations specified in the audit report(s).</li> <li>d) At time of design provide IFC with <u>signed contract for professional services</u> to perform the <u>Master Plan</u> and post construction provide evidence of inspection audit and certification of the as built system.</li> </ul>	<ul style="list-style-type: none"> <li>a) <u>Completed</u>. A table showing completion dates of each CPP provided. Copies of certification letters received.</li> <li>b) We already sent the employee training activities related to Civil Protection and Health and Security in all the AMR (2013 2014 and 2015). About the inspection/re-charge extinguishers we sent the program review of each year on both AMR.</li> <li>c) <u>Completed</u> The L&amp;FS Audit carried out by IFSC on 05/22/12. Plan prepared. Audit reviewed by Luis Cesteri, IFC Consultant, with some suggested follow up actions (report progress in AMR). The Action Plan of the First three buildings audited was already completed. We sent the report on October 3rd, 2012. About the Second Inspections by IFSC on ICB, School of Medicine and Ingenieria Building, in The 2014 AMR, we sent the Action plan with the evidence of the Actions already done and the commitments dates. On may 2016 we will receive the inspection of IFSC on campus Tabasco, we will prepare an action Plan to complete all the activities</li> <li>d) <u>No new expansion or/and construction</u> is currently planned. Only smaller renovations (no structural modifications) took place. UAG has a proposal from IFSC (L&amp;FS consultants) to audit any building and/or prepare an Action / Master Plan for L&amp;FS once needed.</li> </ul>