

CONSOLIDATED WATER CO. LTD.

HUMAN RIGHTS POLICY

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Overview

Consolidated Water Co. Ltd. and its subsidiaries (collectively, the “Company”) have established this Human Rights Policy to formalize the Company’s commitment to respect human rights and to embody common principles reflected in the United Nations (“UN”) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, core International Labour Organization Conventions, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the laws of the countries in which we operate. Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business.

This policy applies to the directors, officers and employees of the Company (collectively referred to herein as “Affiliates”). This policy further applies to any contractors and agents working on behalf of the Company and the Company’s business relationships, including our supply chain. The policy is included in annual employee training materials. The Company has a number of additional policies that also guide action in specific areas such as environmental health and safety; these policies are available at the Company’s website: www.cwco.com.

The Company is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to its own operations and its supply chain.

The Company regularly assesses human rights-related risks and potential impacts, reviews its policies and management processes, and seeks input from stakeholders on its approach. The Company is committed to being a responsible member of the communities in which it operates and in which the Affiliates live and work.

Affiliates are encouraged to communicate, anonymously if desired, with the Primary or Alternate Ethics Officer of the Company about perceived human rights violations. The Company does not tolerate retaliation for reports of misconduct by others made in good faith by Affiliates.

Failure to comply with this policy will subject an Affiliate of the Company to disciplinary action, up to and including termination. Failure to comply by a contractor or agent working on behalf of the Company could result in cancellation of the business or other relationship between such contractor or agent and the Company.

The Company will pursue prosecution if the results of an investigation indicate the possibility of criminal activity.

The Company’s Nominating and Corporate Governance Committee of the Board of Directors oversees, in partnership with the full Board of Directors, the Company’s strategy on corporate social responsibility and sustainability, including human rights policies, performance and compliance.

Policy Details

1. Diversity and Nondiscrimination

The Company values diversity in our workforce. We provide equal employment opportunity for all applicants and employees. We do not discriminate on the basis of race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

2. Harassment Prohibition

Affiliates are expected to treat co-workers, customers, and suppliers with dignity. The Company is committed to providing a workplace free of sexual harassment as well as harassment based on factors such as race, color, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance. The Company will not tolerate harassment of Affiliates by other Affiliates, including directors, officers, managers, co-workers, or by customers or our suppliers.

3. Workplace Safety

The Company is committed to providing a safe and healthy workplace for our Affiliates, contractors, agents and communities. The Company will seek to provide a secure business environment for the protection of our Affiliates, products, materials, equipment, systems and information. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate

4. Prevention of Human Trafficking, Forced Labor and Child Labor

The Company will not use or tolerate the use of forced, debt bonded, indentured labor, involuntary prison labor, slavery or human trafficking in our business or supply chain. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. Also, the Company will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work. The Company expects its suppliers to comply with these expectations.

5. Working Hours and Minimum Wage Standards

Working hours are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Workers should not work longer than six consecutive days without at least one day off. The Company expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. The Company expects its suppliers to comply with these expectations.

6. Freedom of Association/Collective Bargaining

The Company recognizes that in many of the locations where we operate, employees have the right to freely associate or not associate with third party organizations such as labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. The Company respects those rights and is further committed to treating our employees with dignity and respect, and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns or suggestions through an environment of cooperation and teamwork.

7. Privacy and Freedom of Expression

The Company is committed to the right of privacy and freedom of expression and we seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data.

8. Environmental Stewardship

The Company identifies principle environmental aspects of its operations, and seeks to mitigate waste, emissions, energy and water use and other impacts wherever feasible, using “reduce, reuse, and recycle” principles. The Company’s commitment to environmental stewardship is embodied in the Company’s Environmental, Health and Safety Policy. The Company recognizes that water is a critical natural resource that is of strategic importance to our business and the communities in which we operate. The Company’s commitment to respect and satisfy the human right to water is the literal foundation of its business. We believe that climate change is a serious environmental, economic, and social challenge and all parties must do their part.

9. Supplier Responsibility

The Company expects its suppliers to maintain employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws.

10. Communication and Improvement

This policy is intended to succinctly express the Company’s commitment to respect human rights on a worldwide basis. This policy is reviewed at least once every three years and updated as needed. The Company is committed to continuous improvement in its performance and transparent communication. The Company intends to share the knowledge that it gains with, and to receive feedback to help it improve this policy, the implementation hereof and the Company’s performance hereunder from, stakeholders, including Affiliates, customers, suppliers, shareholders, and the communities in which the Company operates and the Affiliates live and work.