

# Human rights

## Governance

The Ethics and Values Committee and the Honor Commission are the highest governance bodies for ethical conduct and attention to human rights incidents. The committees are supported by the ESG Committee (see *ESG Governance section*), which evaluates the performance of the company's human rights initiatives. We also operate an ESG Human Rights Working Group and network with representatives from our operations to better understand stakeholder expectations and identify risks and opportunities. This working group participates in drafting human rights roadmaps.

Our Code of Conduct, Third-Party Code of Conduct, and Labor Equality and Non-discrimination Policy express our commitment to human rights.

## Strategy

Society's growing expectations for corporate accountability on human rights have resulted in an increasing number of international guidelines that require disclosure of how companies identify, prevent, mitigate, and address potential human rights impacts.

At Peñoles, we are committed to respecting human rights and reporting clearly and openly on how we address the risks and opportunities in our organization, in the communities where we operate, and throughout our value chain.

As members of the UN Global Compact, we support the United Nations' Guiding Principles on Business and Human Rights, and our human rights approach draws on the Due Diligence and Responsible Business Conduct model prepared by the Organization for Economic Cooperation and Development (OECD). Our due diligence framework is built on four pillars: policies and governance, risk management, training, and compliance and performance verification.



## Impact and risk management

We responsibly manage activities in our business model and value chain that may affect human rights. When it comes to impact and risk management, our position is clear: we ensure that human rights are respected and enforced in our operations and with our stakeholders—employees, unionized personnel, contractors, and the communities where our operating units are located.

The table below identifies the potential impacts on the most relevant human rights, taking into account our stakeholders and business model, and the sections of the report that document the measures we take to prevent and mitigate them—both in our own activities and in our value chain.

Relevant human rights potential impacts	Additional information about our activities:
Right to life	<a href="#">Safety and health section</a>
Right to safe access to water	<a href="#">Water stewardship section</a>
Right to safe, equitable, and healthy working conditions	<a href="#">Comprehensive well-being, Safety and health section</a>
Right to freedom from slavery	<a href="#">Value chain section, Our people section</a>
Right to freedom of association	<a href="#">Strong correlation section</a>
Rights of indigenous peoples	<a href="#">Human rights - Indigenous peoples Living the Community section</a>