



Respect for other positions and opinions

We maintain a firm stance against any form of attack, harassment, or discrimination against individuals whose views or positions differ from ours. Likewise, we do not tolerate threats, intimidation, or efforts to gain illicit business advantages.

Performance and metrics

Training

We regularly conduct workshops and training sessions on human rights and related topics, including environmental protection, occupational health, industrial safety, cultural evolution, diversity and inclusion, data privacy, and our Codes of Conduct.

All members of the Federal Protection Service receive human rights training, focusing on the relationship between their duties and the need to promote, protect, and respect human rights in daily operations.

Compliance and performance verification

Peñoles's [Línea Correcta](#) hotline is in the process of being strengthened with a broader mandate and greater authority. We rely on our existing protocols to investigate and address potential violations and to protect the psychosocial well-being of our people.

In 2024, no complaints about human rights violations against communities by the Federal Protection Services, the Chihuahua State Police, or private security companies were recorded in our reporting mechanisms.

Engagement with other organizations

To share and strengthen best practices, we actively participate in the Mexican Mining Chamber's Commission for Community Development and Human Rights. Within this commission, we contribute to the Working Group on Companies and Human Rights. We also engage with programs, strategies, and training platforms recommended by the OECD.

We participate in dialogues with investors from the Principles for Responsible Investment (PRI) 'Advance' initiative to share and learn best practices in human rights within the private sector.