

Our people

Our people’s talent and commitment are fundamental to fulfilling Peñoles’ purpose of *generating opportunities and well-being by sustainably supplying essential resources*.

We are committed to offering a workplace environment where people feel physically and psychologically safe, included, and motivated to develop their full potential. To do so, we nurture a strong culture that supports diversity, equity, and inclusion, and we implement responsible practices to address discrimination and harassment in the workplace. We recognize the importance of

well-being, and encourage and support our people in living in balance. We have comprehensive talent development programs and outreach initiatives to cultivate future leaders within the company and our community.

We respectfully engage with unions and our unionized employees on a regular basis across our operations to nurture a solid relationship based on trust. We fully recognize and respect the rights to freedom of association, union membership, and collective bargaining.

Governance

The Committee on Ethics and Corporate Values—made up of company executives—supervises and monitors compliance with the Code of Ethics and Conduct and addresses cases of unethical conduct, including harassment and discrimination. Senior leaders at the corporate and divisional levels are involved in developing and implementing our people strategy, under the leadership and coordination of the Head of Human Resources. We benefit from close collaboration with the companies of Grupo BAL to identify and implement best practices.

Set of policies, guidelines, and procedures



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