

Context and strategic considerations

People are fundamental to delivering on our business strategy. Constructive labor relations with unions and unionized employees support improvements in safety and productivity in the industry. Training and talent development are essential to building the capacities and competencies the industry needs in the short and long term.

It is recognized that when culture and business strategy are well aligned, companies are more successful. A strong culture helps to effectively manage ethics and integrity, health, safety, environmental concerns, and other relevant industry risks. Moreover, a diverse workforce connects better with the communities where the industry operates and contributes to innovation and productivity when people feel respected and included. Therefore, equality and the elimination of harassment and discrimination are priorities across the industry. Culture, workplace environment, and well-being are significant non-monetary factors that attract and retain the best talent to operate productively and sustainably.

Impact, risk, and opportunity management



Organizational culture

Aligned with our purpose, we strive to maintain a solid culture that enables us to meet the challenges and opportunities of our business strategy and a changing environment. To this end, we develop initiatives to strengthen our culture in key areas such as occupational safety, ethics, well-being, and diversity, equity, and inclusion.

More information see the [Culture and values](#) section.

Work environment

At Peñoles, we promote workplace modernity, focused on the three pillars of work: ethical, safe, and productive. This approach allows our employees to reach their full potential, contribute to job stability, protect sources of employment, and ensure the well-being of their families and the communities where we operate.

> Competitive compensation

We offer our employees competitive and fair salaries and benefits, based on salary surveys and the Korn-Ferry/Hay Group methodology for job evaluations and salary scales. In Mexico, where more than 99% of our workforce is located, all employees and contractors must be affiliated with the Mexican Social Security Institute, the Retirement Savings System (SAR), and the National Workers' Housing Fund Institute

