

Culture and values

Our organizational culture is deeply rooted in our values and is reflected in the mindset and behaviors we demonstrate in our activities and relationships with stakeholders. At Peñoles, we are proud of the organizational culture we have forged over the years and consider it a key success factor.

We strive to foster a culture aligned with our purpose and constantly evolving to meet challenges and seize opportunities. To this end, we implement initiatives to strengthen our culture in key areas such as occupational safety, ethics, well-being, and diversity, equity, and inclusion.



Our values





Safety – “Love for Life”

Our “Love for Life” safety culture promotes leadership and safe behavior among employees and contractors. In synergy with our High Potential Strategy, we aim to prevent high-potential events that can lead to severe or fatal injuries, occupational diseases, and environmental incidents. Visible leadership is the driving force behind a successful safety culture. Leadership teams across our business units engage directly with personnel in the field through key activities that foster safety and trust—such as empowering people with the right to say “No,” identifying risks, and evaluating critical controls.

Ethics – “Comply creates value”

We aspire to build a strong ethical culture, reflected in our behavior and actions. Aligned with our Ethics and Integrity Framework, we work to prevent unethical conduct that could negatively impact the organization, its stakeholders, and the environment. We encourage our people to use the Code of Conduct as a tool to make better, values-based decisions in full compliance with laws and regulations. To measure the strength of our ethics culture, we use Ethisphere’s Ethics Quotient.

Well-being – “Live in Balance”

The BAL Group companies have launched the “Live in Balance” initiative, focusing on four key aspects of well-being: physical, emotional, social, and financial. This initiative promotes the overall well-being of our employees and their families, with support from wellness specialists and experts. Through “Live in Balance,” we aim to embed well-being as a core value in our culture, placing people at the center of our business strategy.

Diversity, Equity, and Inclusion – “BAL with no obstacles”

Diversity is a proven driver of innovation and effective risk management. Equity and inclusion are essential for building a fair and dynamic workplace that fully leverages the benefits of diversity. “BAL with No Obstacles” is an initiative of the BAL Group companies that takes a strategic approach to diversity, equity, and inclusion, integrating these principles into our organizational culture. Our annual Diversity, Equity, and Inclusion Week serves as a collective effort to raise awareness and inspire change through conferences and panel discussions.

“Security Is Everyone’s Responsibility”

In addition to occupational safety, we seek to contribute to a safe environment for our people in the regions where we operate. Our “Security Is Everyone’s Responsibility” campaign is a strategic effort to raise awareness about the importance of a prevention mindset, self-care, and shared responsibility. The campaign emphasizes the benefits of creating and maintaining a safe environment for all personnel within the organization.



Monitoring culture

Monitoring enables us to better understand how our people perceive our culture, mindset, and behaviors. This feedback provides valuable insights into how well our culture aligns with our purpose and values. It also helps us assess the effectiveness of our initiatives aimed at strengthening key cultural components such as safety, ethics and integrity, wellness, and DEI. Ultimately, this insight supports better decision-making around actions that shape and influence our culture.



Culture monitoring mechanisms:

- Psychosocial risk factor survey
- Ethical culture assessment (Ethisphere® Ethics Quotient)
- Live in Balance survey
- Diversity surveys
- Reports to Línea Correcta
- Diversity metrics
- Comprehensive well-being metrics
- Turnover rate