



Labor Equality and Non-Discrimination Policy

Policy's Reason for Being

To formalize our commitment to be the best employment option for everyone, by offering real opportunities for development and recognition in a safe, equitable, inclusive, respectful work environment with equal opportunities, where our entire staff feels valued and inspired to contribute with their maximum potential.

It Is the Policy of the Organization

To have a culture of respect for human dignity, establishing organizational guidelines and mechanisms for the prevention, handling and eradication of botheration and sexual and workplace harassment, and for the prevention and elimination of all forms of discrimination against any person, in order to promote equal treatment and opportunities of access, permanence and promotion in the employment for all personnel regardless of the type of contract.

General Guidelines

Commitment to Non-discrimination

Any form of discrimination, physical, psychological or verbal violence, mistreatment and segregation, in addition to botheration and workplace and sexual harassment by any member of our organization (whether by a workplace authority or between staff) against any member of the company or the communities in which we work are strictly prohibited, including but not limited to, for the following reasons:

- Physical appearance
- Culture
- Disability
- Dialect/language
- Sex
- Gender
- Age
- Social, economic, health or legal status
- Pregnancy
- Marital or conjugal status
- Religion
- Opinions
- Ethnic or national origin
- Sexual orientation or preferences
- Migratory status

In order to comply with this policy, the Organization is committed to:

- Respect every individual's human dignity by acknowledging and accepting each individual's differences.
- Carry out the necessary actions to promote real equality of treatment and opportunities of access, permanence and professional development for all personnel according to their profile, performance and potential, without any type of difference in treatment to those performing work of equal value, if different treatment must be given to individuals in order to pursue such equality, based on reasonable, proportional and objective criteria, that is not intended to infringe rights, it shall not be deemed discriminatory.
- Promote a work environment of respect and equality, a humanitarian atmosphere of open communication and a workplace free of discrimination, physical, psychological or verbal violence, mistreatment and segregation, botheration and workplace and sexual harassment, without expressions of sexism, misogyny, homophobia, xenophobia, racism and other forms of intolerance that will be interpreted as discrimination
- Respect and promote the right of people to achieve a balance in their lives, promoting the conciliation between work, family and personal life of those who collaborate in the organization
- Establish goals and a plan at different levels of the organization to develop and retain a talent pool in

line with the participation expected by the organization from the diverse groups represented in the organization

In order to achieve the stated objectives, the Organization is committed to having the necessary procedures and action plans.

Responsible for implementing the policy and objectives

The General Management department of the Organization is responsible for appointing the person that chairs the Committee for Labor Equality and Non-Discrimination, which includes personnel from each of the companies. The person who heads the Committee shall be responsible for the implementation of this policy.

Glossary

Botheration:	Actions that undermine the psychological stability, personality, dignity or integrity of employees and consist of systematic and persistent intimidating actions, such as: discredit, insults, humiliation, devaluation, marginalization, indifference, destructive comparisons, rejection, restriction of self-determination and threats, which lead employees to depression, isolation and loss of self-esteem.
Discrimination:	Any distinction, exclusion, restriction or preference that, by action or omission, intentionally or unintentionally, is not objective, rational or proportional and has the purpose of or results in hindering, restricting, preventing, impairing or nullifying the recognition, enjoyment or exercise of human rights and freedoms, when based on one or more of the following grounds: ethnic or national origin, skin color, culture, sex, gender, age, disability, social, economic, health or legal status, religion, physical appearance, genetic characteristics, migratory status, pregnancy, language, opinions, sexual preferences, political identity or affiliation, marital status, family situation, family responsibilities, dialect, criminal record, or any other reason.
Diversity:	It refers to the differences (visible or invisible) among people, which include, but are not limited to, age, religion, race, gender, personal values, educational opportunities, disabilities, customs, sexual diversity, socioeconomic context, etc. It exists in all interactions and spaces in which we coexist, whether we are open to it or not.
Equity:	Principle of justice, it goes beyond equality because it takes into account the particularities of each person and offers personalized solutions and possibilities for development. It is equality in differences, that is to say, real equality of opportunities.
Equality:	To acknowledge all people with the same rights and to unconditionally provide them with the same opportunities, that is, it is to treat people equally in the distribution of rights and obligations; it only works when there is a common starting point.
Gender equity:	Principle of justice that aims to bridge the historical and social gaps caused by gender inequalities, it does not mean that men and women are equal, but it does mean that their rights, responsibilities and opportunities do not depend on whether they were born male or female. That is, equal or different treatment may include justice in the treatment of men and women, regardless of their sexual orientation, according to their needs. Its objective is to create new relationships based on equity, rather than to replace them with unequal ones.
Gender:	Set of ideas, beliefs and social and political attributions constructed in each culture and historical context, based on sexual difference; from this, the concepts of "masculinity" and "femininity" are constructed, which establish norms and patterns of behavior, functions, opportunities, values and relationships between women and men.
Harassment or sexual harassment:	The exercise of power in a relationship of real subordination of the victim to the aggressor in the workplace, which is expressed through verbal, physical or sexual conduct, with unsolicited or unwanted sexual implications.
Homophobia:	Rejection, discrimination, invisibilization, mockery and other forms of violence based on prejudices, stereotypes and stigmas towards homosexuality or people with homosexual orientation or preference, or who are perceived as homosexual.
Inclusion:	Ability to manage and integrate individual differences in a work team, promoting the diversity of talents, experiences and identities, it refers to the way we handle and manage diversity; it allows us to collaborate, integrate, coexist and make everyone feel welcome.
Misogyny:	Hatred, rejection, aversion and contempt towards women and, in general, towards everything related to feminine qualities and it is expressed through violent and cruel acts against women for being women.

Organization:	The companies comprising Industrias Peñoles, S.A.B. de C.V., Fresnillo plc and its subsidiaries.
People with Disabilities (PwD):	People with Disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in the presence of various barriers, may hinder their full and effective participation in society on an equal basis with others.
Racism:	Ideology that defends the superiority of one race over others and the need to keep it isolated or separated from the rest within a community or a country.
Sex:	Set of biological, anatomical and physiological differences in human beings that define them as women or men, including the evident diversity of their external and internal genitalia, the endocrine characteristics that sustain them and the differences related to the function of procreation.
Sexism:	Discriminatory practice, whereby psychological characteristics and forms of behavior are ascribed, and established social roles are assigned to people simply because they belong to a certain sex, thus restricting and conditioning the possibility of full development for all social individuals, be they men or women.
Sexual harassment:	Takes place when a person or a group repeatedly engages in verbal or physical conduct and practices with unsolicited or unwanted sexual implications, which occur in a work context and violate the right to personal, physical, psychological and moral integrity of the person being harassed or harried.
Sexual orientation:	The capability of each person to feel an affective erotic attraction to individuals of a gender different from his or her own, or of the same gender, or of more than one gender or gender identity, as well as the capability to maintain intimate and sexual relations with these individuals.
Sexual preference:	Sexual preference suggests a degree of voluntary choice, which determines a person's sex life by establishing one or more genders as the object or objects of desire.
Xenophobia:	Rejection, hatred or hostility towards foreigners or foreign entities.

Information to Update the Document

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