



# Labor Equality and Non-Discrimination Policy

## Purpose of the Policy

Recognize our commitment to providing all our workforce with a safe, trustworthy, honest, equitable, inclusive, and respectful work environment.

## It is Peñoles Policy to:

Establish organizational guidelines and mechanisms for the prevention, response, and eradication of sexual and workplace harassment, as well as for the prevention and elimination of all forms of discrimination against any person, in order to promote equal treatment and opportunities for employment, retention, and promotion for all our employees, regardless of contract type.

## General Guidelines

**Commitment to Non-discrimination** Any form of discrimination, physical, psychological or verbal violence, mistreatment and segregation, as well as workplace and /or 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 operate, is strictly prohibited, including but not limited to, the following reasons:

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

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

- Respect the human dignity of all people by acknowledging and accepting their individual differences.
- Carry out the actions and develop the necessary mechanisms to ensure equity and promote equal opportunities for access, retention, and professional development for all staff in accordance with their profile, performance, and potential.
- Promote a work environment of respect and equality, within a humanistic setting, with open communication, free from discrimination (expressions of racism and intolerance such as sexism, misogyny, misandry, homophobia and xenophobia) and violence (physical, psychological, verbal, segregation, and workplace/sexual harassment).

**Responsible for compliance** It is the responsibility of the Human Resources, Labor Relations, and Communications Deputy Directorate to ensure that human talent management processes comply with the provisions of this policy.

For a better understanding of the terms mentioned here, you can consult the following link ([glossary](#)).

## Document update information

Issue Date / Current Date	Next review	Version	Advised	Approved
September 2022 / October 2025	October 2027	1	<b>Name:</b> Irma Sánchez Navarro <b>Position:</b> Policies and Procedures Advisor	<b>Name:</b> Roberto Gerardo Martín Velasco Cuevas <b>Position:</b> Human Resources, Labor Relations, and Communications Deputy Director.