

Nondiscrimination agreement in the light of COVID-19



PEÑOLES

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The National Council to Prevent Discrimination (CONAPRED) defines discrimination as to “give unfavorable treatment or undeserved scorn to a certain person or group”, that is, a person is discriminated against when his/her access to opportunities and rights are denied or conditioned.

Consequently, fears about the COVID-19 pandemic, have risen in our country due to situations related to rejection, discrimination, and violence.

At Peñoles we live CRIL values (Confidence, Responsibility, Integrity and Loyalty) in our day-to-day behavior and are committed to avoiding behaviors associated with harassment, bullying, and discrimination.

Let's remember our **Code of Conduct**:

- We should refrain from having any behavior that seems to be any kind of harassment, bullying, **discrimination**, offense, defamation, or that disturbs the order (page 15).
- When interacting with our stakeholders, Peñoles expects an ethical behavior, based on honest, transparent, and fair relation; respecting human and labor rights... **to avoid any kind of discrimination** (page 22).
- Peñoles appreciates its personnel, and continuously looks for ways to:
... eradicate any kind of discrimination, harassment, bullying, and gender violence (page 25).

How do we prepare for discrimination in the light of COVID-19?

It's in our hands to prevent and avoid it, that's why it's important to know what attitudes are discriminatory and recognize which are not*:

Nondiscriminatory are

- Keeping a safe distance.
- The use of thermometers or thermogenic cameras when accessing the workplace.
- Performing surveys or interviews for a timely follow-up of suspicious cases.

These are **preventive measures** to look after the personnel's health.

The following cases are discriminatory examples:

- **People carrying the virus** have lost their labor rights, access to health services, and social security, as well as access to alternative forms of education and justice.
- **Health personnel** that has been victims of ill-treatment, intimidation, and aggression.
- **People who have traveled** recently to countries where more cases have been reported and are victims of ill-treatment when coming back.
- **Women**, when stating that they are the only ones responsible for housework and care of others.
- **Senior adults**, when stated that only they get sick and young people don't.
- **Indigenous people**, when they are not offered pertinent and cultural information and/or translated to indigenous languages.
- **People of Asian origin**, who have been victims of ill-treatment, intimidation, and aggression.
- **People who live with HIV**, in case they have the immune system suppressed, must share their status in their work and have them exposed to prejudice, excluding attitudes, or unjustified dismissal.
- **Handicapped people**, when they are not offered information regarding prevention and cares in accessible formats (Mexican Sign Language, Braille, easy reading versions.)

*source: CONAPRED

Therefore, we are committed to **prevent and avoid any kind of discrimination against our personnel, suppliers, or third parties that have had COVID-19, that have lived with a relative that has or had it, or with relatives that render their services in the healthcare sector.**

Let's show with our attitudes and decisions that we have before us the opportunity to be emphatic and supportive, to be united more than ever, and understand that our wellbeing is interdependent, inside and outside our facilities.