



Sustainable Development Policy

Purpose of the present policy

Sustainable Development is a key factor in our business strategy to operate responsibly, with the objective of achieving the harmonious integration of activities and economic objectives with the quality of life of our personnel, the surrounding communities and the preservation of the environment.

Sustainability is an investment for the permanence of our business, it seeks to fulfill the present needs of our stakeholders, without compromising the possibilities of future generations to meet their own needs.

It is a Policy of Peñoles

To guarantee continuous, productive and safe operations, as well as to respect the environment, communities and health in the context of our operations. This is based on a culture of protection and prevention, enriched through consultation and participation of workers and their representatives.

Our operations must be managed through a comprehensive management system, subject to continuous improvement, in accordance with institutional standards, which includes the elimination of hazards, risk reduction, as well as compliance with legal requirements, and the commitments we make to our customers and other interested stakeholders.

General Guidelines

Responsibility

The Environment, Safety and Health Sub-Directorate (MASS) is responsible for the design and implementation of mechanisms to strengthen our current and future processes with the highest environmental, safety and health standards.

Our operations must be managed subject to continuous improvement as a result of our institutional standards and management culture, which includes working to eliminate hazards and reduce risks, as well as ensuring compliance with legal requirements, commitments to our customers and other stakeholders to which we subscribe.

Comprehensive corporate management system

We must adopt sustainable development throughout the value chain as a culture and practice a systemic approach, as well as establish and disseminate objectives, goals and indicators of our performance in terms of eco-efficiency, socio-efficiency, health, safety and productivity. This through the design and implementation of a comprehensive corporate management system (Peñoles Management System).

The clear definition of roles, responsibilities, infrastructure and services in the system supports the management of intellectual capital and learning in our industry, with alignment to state-of-the-art criteria according to international standards, leading practices and benchmarking, as well as reinforcement through periodic internal and external audits.

Environment

Ensure high environmental performance through compliance and continuous improvement of indicators of our processes, considering leading practices and the most demanding regulations on the subject. This contributes to influence relevant public policies; to eco-efficiency, that is to produce more while consuming fewer natural resources and inputs to promote conservation; to use clean technologies, to prevent and mitigate impacts; always taking care of the ecosystems where we operate with an environmental culture.

Health

Keeping our personnel free of work-related illnesses and promoting the prevention of general illnesses for their optimal physical and mental state is essential. This is achieved by offering them healthy and ergonomic working conditions, with the implementation of epidemiological surveillance through general examinations and the evaluation of environmental working conditions, as well as by adopting preventive and hygienic health promotion measures that are aligned with the best practices within the Preventive Health Program and that comply with and contribute to the improvement of related legislation.

Safety

To guarantee the physical integrity of our personnel by not exposing them to uncontrolled risks and that they return home as they came to work. The physical integrity of our personnel is managed through the safe design and operation of our processes, facilities, infrastructure and services, as well as by implementing and monitoring compliance with the 12 Best Practices that include the 14 elements of

Process Safety Management and ensuring adherence to applicable legislation and influencing its development.

Community

Working respectfully and in coordination with the community and authorities to achieve harmonious relations guarantees social license. This maximizes the benefit of the resources we invest in favor of the community; in other words, socio-efficiency is achieved.

We must establish a culture of social responsibility that ensures creditability and acceptance by the community due to our good behavior; respect for human rights and their participation; capabilities development; compliance with established commitments and adequate communication of the Social Development Principles.

Relationship stakeholders

with

It is essential to promote our presence and lobbying before chambers, authorities, organizations, groups and forums related to sustainable development issues through guidelines and management within the framework of the law and consistent with our internal regulations.

Information to update the document

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