

## **GENERAL POLICY OF DIVERSITY, INCLUSION AND NON-DISCRIMINATION – NON-WORKPLACE OR SEXUAL HARASSMENT –**

At Grupo Mexico we incorporate into the organization the richness and plurality of each country and community where we operate. We are convinced of the value of diversity, non-discrimination and being open to different ways of thinking, as well as, fostering inclusive environments, free of discrimination and sexual or workplace harassment. These are core elements for a positive work environment that allows the maximum development of our employees and stakeholders. This policy is consistent with our Code of Ethics, and with our Human Rights Policy, as well as with the legislation of each country where we operate.

### **WE ARE COMMITTED TO:**

1. Respecting human rights, by ensuring diversity and inclusion, well-being, non-discrimination and equality for employees, clients, suppliers, contractors, related third parties, communities close to our operations, as well as for our stakeholders.
2. Preventing potential barriers during the hiring, promotion and compensation of our employees, guaranteeing objectivity, based on their aptitudes, performance, skills and experience.
3. Ensuring equal opportunities, as well as equal treatment and equal position between women and men.
4. Guaranteeing a workplace where respect and tolerance is shown in a daily basis. This implies zero-tolerance towards discrimination, workplace or sexual harassment, or any other type of violence in any of its forms.
5. Applying corrective actions in response to discrimination; harassment or other disrespectful or excessive behavior;
6. Guaranteeing that there will be no reprisals or consequences for whistleblowers of any violation of the obligations established in this Policy, or for whomever participates in providing information in an investigation in this regard. However, in cases in which a reporting employee or whistleblower were involved in a violation, that person might be subject to a disciplinary action when appropriate.
7. Always carrying out a fair and exhaustive investigation of all the complaints covered by this Policy and maintain confidentiality when the reporting employee so requires it.

Grupo Mexico's employees, its suppliers and contractors, in the Mining, Transportation and Infrastructure divisions, in all countries where we operate, are subject to this policy.