

PUBLIC REPORT

HEALTH & SAFETY COMMITMENTS

In Grupo México, the safety and health of our employees is the most important aspect. Therefore, respecting human rights, taking care of the health, physical integrity, and well-being of our staff and contractors are priorities and essential parts of our activities. Workplace safety is non-negotiable at Grupo México. It is the responsibility of everyone and a condition of employment.

WE ARE COMMITTED TO:

Safety

1. Working with integrity to protect our people, contractors, and suppliers from any harm related to our activities, by complying with all applicable regulations and other requirements subscribed to in the countries where we operate.

Health and well-being

2. Providing and maintaining safe and healthy work environments and places for our employees and contractors through the prevention of occupational illnesses and injuries, with the aim of eliminating hazards and reducing health and safety risks.

Gender equality

3. Implementing actions in the area of workplace equality, inclusion, and non-discrimination to promote the integral development of all employees, regardless of gender.

Continuous improvement

4. Continuously improving our safety and health management systems to achieve our objectives and programs, including the goal of zero accidents.

Risk management

5. Involving our workers and their representatives, as well as our contractors, in the design and implementation of occupational safety controls, identifying, minimizing, and eliminating safety and health risks through objective and systematic assessments.

Quality education

6. Developing the skills and competencies of our personnel in the field of occupational safety and health.

Involvement in the community

7. Promote, in collaboration with the communities where we operate, a healthy lifestyle.

Compliance with international standards

8. Comply with the international standards, voluntary programs, and collective agreements related to safety and health to which the company subscribes.

Action plans

9. Establish priorities and manage action plans to meet the requirements and needs in safety and health matters.

Quantitative goals

10. Set quantitative goals to ensure continuous improvement in occupational safety and health performance.

The personnel of Grupo México, its suppliers, and contractors in the Mining, Transportation, and Infrastructure divisions, in all countries where we operate, are subject to this policy, which has been approved by the Executive Management of Grupo México.