



Corporate Practices & Policies

# Diversity & Inclusion Policy

**Mexichem.**

# 1. Our commitment to Diversity & Inclusion

Mexichem respects, values and celebrates the unique attributes, characteristics and mindsets that make each person who they are. We consider Diversity & Inclusion a driver for a Purpose driven organization.

We are committed to creating an inclusive working environment, in which employees are able to fulfill their potential and maximize their contribution. We recognize and value the creative potential that individuals of different backgrounds and abilities bring to their work.



## 2. Scope

This is a Corporate Guideline and applies to all employees within Mexichem and any of its subsidiaries.

## 3. Glossary of terms

### Diversity

The quality of being different or unique at the individual or group level, this includes gender, marital status, age, religion, race, physical ability, political preference, social class or sexual orientation, or any other condition.

### Inclusion

In order to leverage diversity, an environment must be created where people feel supported, respected, listened to and able to do their best.



## 4. Guideline Detail

### 4.1

Our commitment to Diversity & Inclusion aligns with our values of Integrity, Responsibility, Innovation, and Results, and it is reflected in our Global Code of Ethics, other policies such as Human Rights, and in the way we work.

### 4.2

Mexichem goes beyond complying with all applicable laws by offering and promoting equal opportunities with regards to hiring, compensation, training, development, and promotion.

Mexichem does not discriminate anyone on grounds of gender, marital status, age, religion, race, physical ability, political preference, socioeconomic level or sexual orientation, or any other condition.

### 4.3

Mexichem commitment on Diversity & Inclusion extends to all processes of the organization including, but not limited to:

- Talent Acquisition
- Performance Management
- Compensation & Rewards
- Work arrangements
- Talent Management and succession planning
- Among others

### 4.4

All Managers are expected to create within their teams an open environment with different ideas and perspectives, where employees feel valued and have the conditions to perform at their best.

### 4.5

All employees have a responsibility to treat others with dignity, respect and to be inclusive at all times.

### 4.6

Human Resources will define and monitor the KPIs related to Diversity & Inclusion and will propose to the Executive Leadership Team the required strategies for improvement.

