
GENOMMA LAB
**DIVERSITY
POLICY**



Genomma Lab[®]
Internacional

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1

OBJECTIVE

- 1.1 Promote best practices to develop a work environment that is healthy, safe, non-violent, non-discriminatory, and inclusive; an environment that enables full talent development with real equal opportunities across genders, and the respect of human rights within the whole organization and across different interest groups.

2 SCOPE

- 2.1 This policy is directed to all employees of Genomma Lab Internacional S.A.B. de C.V. and its subsidiaries and/or affiliates.

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DEFINITIONS

- 3.1. **People in vulnerable conditions:** Those who are potentially in conditions that prevent them from accessing higher degree of wealth. People in vulnerable conditions include: pregnant women, HIV/AIDS sufferers, non-heterosexual individuals, and people with mental conditions.
- 3.2. **Associates:** All people at all levels in the Company, at legal working age, salaried, and who work directly or indirectly for the Company.
- 3.3. **Discrimination:** Any type of differentiation, exclusion, restriction or favoritism that, for action or omission, with or without intention, is non-objective, rational, non-adequate, and results in creating obstacles, restricts, prevents, minimizes the recognition and the exercise of human rights. This is often based on one or more of the following: ethnicity and country of origin, color of skin, culture, gender, age, disability, social and economic status, health, juridical status, religion, appearance, genetics, immigration status, pregnancy, language, opinions, sexual orientation, political identity or affiliation, marital status, family responsibility, prior convictions and criminal records, or any other reason. It is also considered discrimination any type of homophobia, misogynies, xenophobia, racial segregation, anti-Semitism, racial discrimination, and other forms of intolerance, in line with *Ley Federal para Prevenir y Eliminar la Discriminación, Artículo 1, fracción III*.
- 3.4. **Diversity:** The unique contribution of each individual to the collective strength of experiences, skills, capabilities, talents, perspectives and cultures that is achieved through the integration of diverse people.

- 3.5. **Gender:** The sum of ideas, roles, beliefs and social attributes provided by women and men thanks to the gender diversity that they bring to the Company.
- 3.6. **Group:** Genomma Lab and its subsidiaries.
- 3.7. **Inclusion:** The policy by which we include in all processes of employment, education, recreation, anyone regardless of race, gender, religion or sexual orientation. The inclusion policy protects the rights and ensures equal opportunities by respecting individual differences in culture, religion, ethnicity, race, color of skin, gender, sexual orientation, marital status, nationality, disability, or any other status protected by federal, state or local laws.
- 3.8. **Sex:** Set of physical and biological characteristics which individuals are born with, are natural and essentially unchangeable.

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OPERATING POLICY

- 4.1 The Company promotes the rights of equality and non –discrimination of people, regardless of their physical appearance, culture, disability, language, gender, age, social, economic, health or legal status, pregnancy, marital status, religion, opinions, ethnic or national origin, sexual orientation or immigration status, to participate in business activities and enjoy appropriate working conditions.
- 4.2 The Company promotes gender equality thanks to the development of plans that ensure equal opportunities in access to employment, professional and personal development, and promotes an organizational environment that strictly prohibits any form of abuse, violence, bullying, harassment, and segregation of authorities.
- 4.3 The Company is committed to diversity and inclusion of people, allowing integration, promoting mutual learning and promoting real equality of opportunities across women and men.
- 4.4 The Company promotes access to employment for people in vulnerable conditions, such as the elderly, people with disabilities, HIV or any other conditions as stated in the *Talent Recruitment Policy*.
- 4.5 Any candidate who expresses interest in participating in any recruitment process, will receive a proper, respectful and dignified treatment, while protecting their physical and moral integrity, and for no reason they will be subject of degrading, humiliating or offensive treatment.

- 4.6 The Company guarantees respect for human rights of all associates who are in vulnerable conditions, in accordance to the principles of equality and non–discrimination.
- 4.7 The Company will behave with integrity in all areas of its business, and it will not engage in any intimidating or discriminatory action on any base of race, color of skin, religion, gender, socioeconomic status, sexual orientation, political affiliation, nationality, ethnicity, age or disability.
- 4.8 The Company promotes the integration of all people, and therefore prohibits the request of medical certificates for pregnancy, HIV status, or any other health condition.
- 4.9 The Company promotes optimal and accessible work environment to meet the Civil Protection ergonomic requirements, as well as the special requirements for better integration of vulnerable people.
- 4.10 The Company must ensure the maintenance of an optimal working environment by preventing and addressing any possible appearance of improper behavior through the *Code of Conduct and Internal Policies and Procedures*. These policies include the official channels to raise any misconduct complaint.
- 4.11 All associates of Genomma and its subsidiaries and affiliates are free to express their comments or suggestions. The Company will make available to its associates the best possible means to express comments and suggestions.
- 4.12 Promote a culture of health, self–care, nutrition, physical activity and health and safety at work.

- 4.13 The Company is committed to use an inclusive and accessible language in order to avoid discriminatory and exclusive situations, especially in the case of vulnerable people.
- 4.14 The Company is committed, according to this Policy and the *Policy for Training, Development and Performance Management*, to raise awareness across its associates on issues of equality, human rights, gender, prevention of workplace violence, bullying and harassment, including employment and diversity.
- 4.14 The Company is committed to develop actions for the implementation of this policy, and to monitor, evaluate and provide feedback through the collaboration of all areas and their associates. Action plans will be developed according to the needs of the Company, the corrective actions, and the areas of opportunity identified by the evaluation process.

ACKNOWLEDGEMENT & COMMITMENT DIVERSITY POLICY

I hereby confirm that I have full knowledge of the *Diversity Policy* issued by Genomma Lab Internacional S.A.B. de C.V., and I understand all its content and scope.

In relation to the above, I agree to comply with all the provisions of this policy and if I require further information on this, I will contact the Department of Human Resources.

Name: _____

Department & Role: _____

Company: _____

Date: _____

Location: _____

Signature: _____

*Print and deliver to Human Resources.



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