

At Genomma Lab we are aware that each person that makes up our team is the most valuable asset that we have. In line with the above, we recognize that the collective sum of individual differences, life experiences, knowledge, self-expression, unique abilities and talents that our collaborators contribute daily in their work, represents a fundamental part not only of our corporate culture, but also of our achievements.

For this reason, we promote differences expressed in: age, nationality, disability, physical and mental capacity, gender identity or expression, sexual orientation, ethnic origin, racial origin, marital status, pregnancy, health conditions, language, physical traits, political affiliation, religion, personal beliefs, opinions, social or economic status, or any other equivalent conditions.

Compliance and safeguarding of the material established in this policy will be under the responsibility of the Ethics Committee, as well as the Global Committee for Diversity, Inclusion and Gender Equality.

OBJECTIVE

Implement and promote practices that allow a healthy, safe, inclusive work environment, free from violence and discrimination, and which enhances the full development of each person who is part of Genomma Lab, with equal opportunities and full respect for human rights both within the organization and among our various stakeholders.

The foregoing in line with current regulations applicable in each country where we operate regarding the promotion of diversity, inclusion and equal opportunities, as well as the provisions of the Sustainable Development Goal (SDG) number 5 of the United Nations on gender equality and the Women's Empowerment Principles (WEPs) established by UN Women and the United Nations Global Compact.

SCOPE

This policy is directed to all collaborators of Genomma Lab Internacional S.A.B. de C.V. and subsidiary and/or affiliated companies.

DEFINITIONS

Harassment: In any of its forms, all behavior by action or omission maintained over time, whether verbal or physical, that has the purpose or produces the effect of undermining the dignity of a person, in particular when creating an intimidatory, helpless, degrading, or offensive environment.

Workplace harassment: Verbal or psychological action of a systematic, repeated or persistent nature by which, in the workplace or in connection with work, a person or a group of people hurt, humiliate, offend, or intimidate a victim.

Sexual harassment: Any behavior, verbal or physical, of a sexual nature, that has the purpose or the effect of undermining the dignity of a person, in particular when an intimidating, degrading, or offensive environment is created.

Gender-based harassment and violence (GBHV): General term that covers a range of behaviors, including sexual, physical, psychological and economic abuse. What sets it apart from other types of violence and harassment is that it targets people on the basis of sex or gender, or disproportionately affects people of a particular sex or gender.

GBHV is rooted in gender inequality and unequal power, which can leave people, especially women and girls, vulnerable to violence and harassment and prevent them from reporting it. GBHV is also driven by gender stereotypes, which encourage men to be seen as naturally aggressive and dominant.

GBHV is also often targeted at those who do not adhere to gender stereotypes as a way to punish them for deviating from what is seen as normal or expected behavior.

Discrimination: A social phenomenon that violates the dignity, human rights and fundamental freedoms of people. This is generated in the uses and social practices between people and with the authorities, sometimes in an unconscious way.

Workplace discrimination: Understood as a situation in which a worker is professionally, monetarily or morally prejudiced with respect to his colleagues for reasons that are not directly related to his work performance. Affected people suffer grievances such as lower wages, abusive work times, personal attacks, fewer career advancement options, or disparagements and exclusions from their colleagues and/or bosses.

Diversity: Originality and plurality of identities that characterize the groups and societies that make up humanity. It is the abundance, variety, and plurality of different things. It manifests itself in the variety between genders, living conditions, religions, sexual orientations, political positions, ethnic groups, customs, traditions, cultures, languages and their coexistence with each other.

Disability (People with Disabilities): People with disabilities are those who, in the long term, have one or more physical, intellectual, sensory or psychosocial limitations; and that, by interacting with various barriers, prevent their full and effective participation in society, on equal terms with others.

Gender: Refers to the roles, behaviors, activities and attributes that a society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with the condition of being male and female, and relationships between women and men, and girls and boys, gender also refers to relationships between women and relationships between men. These attributes, opportunities, and relationships are socially constructed and learned through the socialization process. They are context/epoch specific and are changeable. Gender determines what is expected, what is allowed, and what is valued in a woman or man in a given context.

Equity: Comprises a fair treatment of people, giving each one the corresponding recognition of the conditions and specific characteristics, therefore, it signifies justice, recognition of diversity and the elimination of any discriminatory attitude or action.

Gender Equity: Refers to justice in the treatment of men and women, according to their respective needs. Based on this concept, the same or different treatments can be included, although considered equivalent in terms of rights, benefits, obligations and opportunities. In the context of development, a gender equity goal often includes measures designed to compensate for the historical and social disadvantages of women. The preferred terminology within the United Nations is gender equality, rather than gender equity. Gender equity contains an element of interpretation of social justice, generally based on tradition, customs, religion or culture, most frequently to the detriment of women.

Gender expression: External appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice, and which may or may not conform to the socially defined behaviors and characteristics typically associated with being masculine or feminine.

Gender identity: The most intimate concept of oneself as a man, a woman, a mixture of both or neither: how individuals perceive themselves and what they call themselves. A person's gender identity can be the same or different from their assigned sex at birth.

Equality: Principle that recognizes in all people the freedom to develop their personal abilities and make choices without being limited by stereotypes or prejudices, so that their rights, responsibilities and opportunities do not depend on their ethnic, racial or national origin, sex, gender, age, disability, social or economic condition, health conditions, pregnancy, language, religion, opinions, sexual orientation, marital status or any other analogous; in other words, it implies the elimination of all forms of discrimination.

Gender Equality: Refers to the equal rights, responsibilities and opportunities of women and men and of girls and boys. Equality does not mean that women and men will be equal, but that the rights, responsibilities and opportunities of women and men will not depend on whether they were born with a certain sex. Gender equality implies that the interests, needs and priorities of women and men are taken into account, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but concerns and involves men as well as women. Equality between women and men is seen as a human rights issue and both a requirement and an indicator of people-centered development.

Workplace inclusion: Labor inclusion is an approach in which equal favorable conditions are created for the participation of all people in vulnerable situations in the labor market. The conditions must be accessible to all sectors, so that they generate equal opportunities, thus avoiding discrimination.

Sexual orientation: The enduring, inherent, or unchanging emotional, romantic, or sexual attraction to other people.

DIVERSITY, NON-DISCRIMINATION AND PROMOTION OF INCLUSION

- Promote the right to equality in our team.
- Prohibit, considering a zero-tolerance policy, any act of abuse, violence, harassment or discrimination at work.
- Encourage and safeguard diversity in work teams, stimulating mutual learning, from the contribution of knowledge, skills, and experiences enriched by the individual differences of the members.
- Provide fair, equitable, respectful and dignified treatment to any candidate who expresses interest in participating in a recruitment process, considering neutral criteria and objectives of merit and ability, while establishing specific actions to promote the inclusion of minority groups, considering reasonable accommodations and adjustments to ensure equal opportunities in the selection process.
- Ensure that decisions regarding professional promotion, as well as professional development, are based on neutral criteria and objectives of merit and performance.
- Ensure that, in the training of each member of our team, they are endowed with sufficient knowledge, skills and abilities for the proper development of their work through training content with inclusive and accessible formats; at the same time, that specific content is considered in said training from the perspective of acceptance of diversity, respect for human rights, rejection of discrimination, prevention of harassment and promotion of inclusion.
- Encourage the use of inclusive language in internal and external communications, in order to avoid discriminatory and/or exclusionary messages.
- Foster a culture of health and physical, mental, and emotional well-being for all collaborators, promoting self-care, nutrition, physical activity, and safety at work.
- Monitor the maintenance of an optimal work environment preventing and attending to any inappropriate behavior, considering the provisions of this policy, our Code of Conduct and Ethics, Integrity Policies, GEN BOOK and internal procedures.
- Make available to collaborators and various interest groups, the optimal and anonymous communication channels if they require it, so that they can report any inappropriate behavior, breaches, comments and suggestions, respecting freedom of expression at all times.
- Develop processes to ensure compliance with the contents of this policy, considering measurable action plans built through the participation of collaborators from various areas of responsibility, seeking the representation of all groups that make up our team.

GENDER EQUALITY

- Promote gender equality through actions that ensure equal opportunities in access to employment and professional and personal development of collaborators, removing obstacles that may impede their progress due to gender.
- Promote equitable representation in our team at a global level, seeking balance at all administrative levels, areas of responsibility and in the decision-making sphere; with special attention in areas with non-traditional professions for women.
- Develop training programs and monitoring of professional development with a gender perspective that promote the representation of women in leadership positions.
- Promote work-life balance among all members of our team, seeking to promote gender equality.
- Respect, in the establishment of working conditions, the principle of equal working conditions for jobs that represent the same requirement and the same value.
- Guarantee equitable access to all development and training programs offered by the Company.
- Ensure that our team members receive training and are sensitized about prejudice and bias due to gender, in addition to the prevention and care of physical or verbal violence, workplace and sexual harassment, as well as discrimination.
- Evaluate, monitor and disseminate the impact of initiatives and programs, inside and outside the Company, through data disaggregated by gender and vulnerability situation.

This declaration is aligned with our Code of Conduct and Ethics, and will be reviewed annually and communicated to all members of the organization.



Jorge Luis Brake Valderrama
CEO
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