

# POLICY TO PREVENT, ANALYZE AND IDENTIFY PSYCHOSOCIAL RISK FACTORS

## OBJECTIVE

At Genomma Lab Internacional we are aware that it is essential to publicize the obligations we have to identify, prevent and address psychosocial risk factors at work, in order to promote a favorable organizational environment and develop a culture in which decent work is sought, the integral health of all and the productivity in the workplace.

## SCOPE

This document, as well as the obligations and commitments established in it, are in accordance with NOM-035-STPS-2018, PSYCHOSOCIAL RISK FACTORS AT WORK – IDENTIFICATION, ANALYSIS AND PREVENTION, published in the Official Gazette of the Federation on October 23, 2018 and is applicable to affiliated and/or subsidiary companies of Genomma Lab Internacional.

The Policy, the Code of Conduct and Ethics, the Human Rights Policy, the Diversity, Inclusion and Gender Equality Policy, as well as the Health and Safety Policy, are part of the documents that the Company considers in its daily actions for the purpose of preventing any type of psychosocial risk in the workplace.

## 1. DEFINITIONS

The following terms, used with a capital letter in this Policy, have the following meanings (all terms used singularly in this Policy shall have the same meaning when used plurally and vice versa)

CONCEPT	DEFINITION
<b>Favorable Organizational Environment</b>	The one in which the sense of belonging of the workers to the company is promoted; training for the proper performance of the entrusted tasks; the precise definition of responsibilities for workers in the workplace; proactive participation and communication between workers; the adequate distribution of workloads, with regular working hours in accordance with the Federal Labor Law, and the evaluation and recognition of performance.
<b>Psychosocial Risk Factors</b>	Those that can cause anxiety disorders, non-organic disorders of the sleep-wake cycle and severe stress and adaptation, derived from the nature of the functions of the job, the type of workday and exposure to severe traumatic events or acts of workplace violence against the worker, due to the work carried out. They understand dangerous and unsafe conditions in the work environment; workloads when they exceed the capacity of the worker; the lack of control over the work (possibility of influencing the organization and development of the work when the process allows it); working days longer than those provided for in the Federal Labor Law, shift rotation including night shift and night shift without recovery and rest periods; interference in the work-family relationship, negative leadership, and negative relationships at work.
<b>Psychosocial Risk Prevention Policy</b>	It is the declaration of principles and commitments established by the company to prevent psychosocial risk factors and workplace violence, and for the promotion of a favorable organizational environment, in order to develop a culture in which dignified or decent work is sought, and the continuous improvement of working conditions.
<b>Workplace</b>	The place or places, such as buildings, premises, facilities and areas, where exploitation, exploitation, production, commercialization, transport and storage or provision of services activities are carried out, in which people who are subject to an employment relationship work.

<p style="text-align: center;"><b>Prevention Measures And Control Actions</b></p>	<p>Those actions that are adopted to prevent and/or mitigate psychosocial risk factors and, where appropriate, to eliminate practices that are contrary to a favorable organizational environment and acts of workplace violence, as well as the actions implemented to monitor them.</p>
<p style="text-align: center;"><b>Workplace Violence</b></p>	<p>Those acts of harassment, bullying or mistreatment against the worker, which may damage their integrity or health. commercialization, transport and storage or provision of services activities are carried out, in which people who are subject to an employment relationship work.</p>

## 2. COMMITMENTS

At Genomma Lab Internacional the following commitments are assumed:

- It is the obligation of supervisors, managers and directors to apply this policy and lead by example;
- Zero tolerance for any act of workplace violence, as well as any incident that favors factors psychosocial risk or actions against the favorable organizational environment;
  - Measures aimed at the prevention of psychosocial risk factors are applied; the prevention of workplace violence, and the promotion of a favorable organizational environment, to prevent its adverse consequences;
  - There is a service and reporting procedure through the “GEN-Te Escucha” ethics line, which does not allow reprisals and avoids abusive or unfounded claims, and guarantees the confidentiality of the cases; this is indicated in the Code of Conduct and Ethics.
  - Awareness actions, information programs are carried out and training; to develop a positive health and safety culture, focused on risk prevention; as also established in our Health and Safety Policy.
  - Prevention policies and prevention measures are effectively disseminated;
  - All our employees participate to establish and put in practice this Policy in the workplace;
  - Promote, defend and monitor human rights in all our operations. We are guided by and contemplate international standards, including the Universal Declaration of Human Rights, the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work, as well as the Principles of the United Nations Global Compact.
- We promote and respect 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 or language, physical features, political affiliation, religion, personal beliefs, opinions, social or economic condition, or any other similar.
- Spaces for participation and consultation are created, taking into account the ideas of the workers.

## 3. OBLIGATIONS OF THE COMPANY

- Identify and analyze psychosocial risk factors, through the application of the guidelines referred to in NOM035 in accordance with the requirements of the standard. These guides will be applied to employees who have been in the organization for at least 6 months, for which surveys will be applied annually to new recruits.
- Evaluate the organizational environment through internal tools and those established by law.
- Adopt measures to prevent psychosocial risk factors, promote a favorable organizational environment, as well as to address practices that are contrary to a favorable organizational environment and acts of workplace violence.
  - Adopt control measures and actions, when the result of the analysis of psychosocial risk factors so indicates.
  - Carry out medical examinations on employees exposed to workplace violence and/or psychosocial risk factors, when there are signs or symptoms that denote any alteration to their health.
    - Train, disseminate and provide information to our employees.
    - Keep records of: the results of the identification and analysis of psychosocial risk factors, of the evaluations of the organizational environment, of the control measures adopted, and of our employees who underwent medical examinations.

#### 4. OBLIGATIONS OF THE EMPLOYEES

- Recognize prevention measures and, where appropriate, control of psychosocial risk factors, collaborate to have a favorable organizational environment and prevent acts of workplace violence.
- Refrain from carrying out practices contrary to the favorable organizational environment and acts of violence, harassment or workplace harassment.
- Participate in the identification of psychosocial risk factors and in the evaluation of the organizational environment.
- Report practices contrary to the organizational environment and report acts of violence, harassment or workplace harassment.
  - Participate in information events.
  - Submit to medical examinations.



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