



# INCLUSIVENESS AND DIVERSITY POLICY

# Inclusiveness and Diversity Policy

## I. Goal

Facilitate Diversity in the company's work teams, encouraging a commitment to inclusiveness in the workplace, with an underlying respect and value for individual differences in order to leverage the talent and strengths of each employee.

## II. Scope

This policy applies to all employees, men and women, regardless of sex, age, social condition, religion, sexual orientation, race, color, marital status, union involvement, political opinion, disability, nationality, ethnic group or any other condition protected by law, and at all levels of hierarchy within all business divisions of SAAM and its subsidiaries.

## III. Policy

For SAAM, Diversity and Inclusiveness are part of our way of doing business, contributing to our workplace climate, corporate reputation and brand positioning.

We understand Diversity as a means of valuing our human talent from different origins, cultures, perspectives, ideas, nations, ethnic groups, generations, sexual options, skills, capacities and all characteristics that make each of us unique.

We are convinced that having diverse work teams makes us more competitive, creative and innovative and enables us to understand and offer better solutions to our customers.

Inclusiveness represents an openness and acceptance of individual differences, valuing all people for their contribution towards the realization of company goals.

We encourage an inclusive working environment, which implies giving opportunities and space within the company to everyone, regardless of personal conditions, based exclusively on personal merit. This enables us to provide all employees the opportunity to learn, grow and progress, maximizing their potential.

Our company promotes respect, dignity and trust in the treatment of all people, and therefore prohibits all forms of discrimination based on race, color, sex, age, marital status, union involvement, political opinion, gender, sexual orientation, religion, disability, ethnic group, nationality or any other condition protected by law.



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### **IV. Responsibilities.**

Every leader and every employee in the company has the responsibility and obligation to support the promotion of an inclusive environment in his or her teams and to ensure their diversity, and all forms of discrimination are strictly prohibited.

The company, through its human resources management teams is responsible for providing the tools and facilitating the necessary conditions to achieve diverse work teams and an inclusive culture.

### **V. Related Documents**

- SM SAAM Code of Ethics: All employees of SAAM and its subsidiaries must comply with the Code of Ethics, specifically section 1, Employee Interactions. Failure to comply with this policy can be reported by any employee by following the Complaints Channels established by the company, and will be investigated and sanctioned by the Ethics Committee.
- Internal Order, Hygiene and Safety Regulation: Regulation of this policy will specifically involve the application of standards on harmonious employee interactions and the welfare of each member of the company team, and standards on obligations and prohibitions on employee order in the workplace. Failure to comply with this policy will result in sanctions, warnings and fines as established in the Internal Regulation.

