

DIVERSITY, INCLUSION, EQUITY, NON-DISCRIMINATION, NON-HARASSMENT, NON-SEXUAL HARASSMENT AND NON-MOBING POLICY
(Public Extract)

At AMC we are convinced that valuing diversity, avoiding discrimination and encouraging an inclusive environment, free of discrimination, harassment, sexual harassment and mobbing, are essential elements to achieve suitable work environments that allow the maximum development of all our employees and stakeholders. At AMC we incorporate policies, guidelines and standards into the business model to promote diversity through equal opportunities, establishing equity measures to correct inequalities and the dissemination of complaint mechanisms for cases of discrimination, sexual harassment and workplace harassment.

WE ARE COMMITTED TO:

1. Respect the human rights of all people, guaranteeing diversity and inclusion, well-being, non-discrimination, and equity, for its employees, collaborators, customers, suppliers, contractors, related third parties, communities close to our operations, as well as people belonging to our stakeholders.
2. Ensure equal opportunities, as well as equal treatment, condition and position between women and men.
3. To guarantee safe workplaces in which respect and tolerance are practiced daily. This implies zero-tolerance towards discriminatory behavior, harassment, sexual harassment and mobbing or any other type of violence in any of its forms, including gender-based harassment, among others.
4. Sanction actions or attitudes of discrimination, harassment, or other types of disrespectful or excessive behavior.
5. To guarantee absence of punishments or consequences for whistleblowers reporting a violation of the obligations established in this Policy, or for individuals providing information in any investigation in this regard.
6. Conduct at all times, a fair and thorough investigation of all complaints under this Policy and maintain the confidentiality of such complaints in accordance with the applicable regulations in each country, as appropriate.

AMC personnel and its Subsidiaries, suppliers and contractors in all countries where we operate are subject to this Policy.