

Employee well-being policy

Kalisch Acero assumes as part of its culture the commitment to their collaborators' well-being; identification and prevention of psychosocial risk and workplace violence factors; and fostering a favorable organizational environment, setting forth the following commitments and principles:

COMMITMENTS

- Guaranteeing the participation of our collaborators on the prevention of psychosocial risk and workplace violence factors, and on the promotion of a favorable organizational environment.
- It is obligation of all collaborators to know, understand, and apply this policy in their workplace and to actively participate on promoting a healthy environment, with a peaceful, respectful coexistence between collaborators, fostering a culture of well-being and development.
- Acts and/or practices of workplace violence provoking psychosocial risk factors or actions against a favorable organizational environment shall not be allowed, and the applicable preventive and corrective measures shall be applied.
- Provide for safe and confidential channels to file complaints on psychosocial risks/actions damaging the integrity of individuals part of our company.
- Execute measures aimed at preventing psychosocial risk and workplace violence factors, as well as promoting a favorable organizational environment.
- Conduct awareness, information, and training actions for collaborators, aimed at their development and performance, as well as contributing and fostering a favorable organizational environment.
- Implement initiatives oriented to the integral well-being of our collaborators pursuant to the 6 pillars of health comprising our Occupational Health model.
- Establish a Well-being committee integrated by different areas in the company, who shall promote a well-being culture and commit to comply with this policy at all of the organization's levels.

PRINCIPLES

- Respect to individuals: fully acknowledge and respect the dignity of individuals without any discrimination due to ethnicity, age, gender, religion, hierarchical position, physical condition, and/or sexual orientations.
- Confidentiality: discreet management of information provided by collaborators for proper channeling and timely attention.
- Care of individuals: promoting a culture making well-being a priority, emphasizing physical and emotional health and safety of collaborators.
- Co-responsibility: fostering team work and effective, direct communication between the collaborator and the company to attain healthy, safe work environments.