

Equality, Diversity, and Non-Discrimination

Last update 28/01/2022

A. GOAL

Establishing guidelines to create a respectful work environment with equal opportunities, where El Puerto de Liverpool's collaborators are treated with dignity, fairness, tolerance, and respecting their human rights, implementing principles through actions to prevent any form of discrimination in our workplaces. One of the commitments of El Puerto's General Management is to promote institutional action processes for prevention and punishment to avoid any type of violence, as well as to promote a culture of inclusion and non-discrimination in the organization's processes."

B. SCOPE

Applies to our shareholders, employees, suppliers, tenants, business partners, with a labor relationship, regardless of the type of contract they have in the various companies that make up the El Puerto de Liverpool.

C. RULES

1) Establishing the principles that promote a culture of workplace equality and inclusion in El Puerto, to create an inclusive space that ensures equal opportunities for each individual within the organization, in compliance with the provisions of section III of Article 1 of the Federal Law to Prevent and Eliminate Discrimination (LFPED). 2) Therefore, all forms of discrimination, mistreatment, violence, and segregation towards our collaborators by any member of the various business units and workplaces that make up El Puerto are strictly prohibited in terms of:

- Physical appearance
- Culture
- Disability
- Language
- Sex
- Gender
- Age
- Migratory status
- Social, economic, health, or legal condition
- Pregnancy
- Marital status
- Religion
- Opinions
- Ethnic or national origin
- Sexual preferences

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3) In accordance with the previous point, and based on the principles and guidelines established in the **Code of Ethics** and **the Code of Conduct and Integrity**, equal employment opportunities, equal pay, human and professional development must be guaranteed for all El Puerto's collaborators.

4) The Department of Culture and Internal Communication through the Human Resources teams in conjunction with the Inclusion and Equality Committees established in each workplace through their founding minutes, will be responsible for analyzing and generating proposals to be carried out in the management of inclusion policies and promotion of a work environment where diversity is promoted, with the aim of:

- Promote the integration of gender, inclusion, and equality concepts in compliance with internal policies and processes at El Puerto, striving for a healthy environment and favorable working conditions for work-life balance.
- Plan, schedule, and disseminate actions that incorporate a culture of gender equality, diversity, non-discrimination, and labor equity at El Puerto.
- Monitor and advise on gender equality, diversity, non-discrimination, and labor equity to El Puerto's business units in formulating their action plans.

5) Non-compliance with this policy may result in the application of internal sanctions, as established in **Policy DO-POL-2018/11/29-Disciplinary Measures**.

6) Any knowledge of non-compliance with this policy should be reported to the "Ethics Hotline" through any of the following channels:

- Website: www.lineaetica.org.mx
- Email: contactanos@lineaetica.org.mx
- Phone line: 018006338133

Legal framework

- Federal Law to Prevent and Eliminate Discrimination
- Federal Labor Law
- Mexican Standard for Labor Equality and Non-Discrimination NMX-R-025-SCFI-2015
- Code of Conduct and Integrity

Annex

| Documet Number | Document Name | Link |
|----------------|---|---|
| 1 | Non-Discrimination and Harassment Statement | https://elpuertodeliverpool.mx/docs/sostenibilidad/politicas/Declaratoria-de-Acoso-ING.pdf |

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