	UNACEM CORP S.A.A.	Version 1.0
	CORPORATE DIVERSITY AND INCLUSION POLICY	12/29/2022
		Page 1 of 5

I. PURPOSE AND SCOPE

This document establishes the guidelines for implementation that all employees of the UNACEM Group, which includes UNACEM Corp S.A.A. (hereinafter referred to as the “Company”) and its subsidiaries (hereinafter referred to as “Business Unit”), as well as members of the Board of Directors, must follow in order to create an equitable, diverse, and inclusive environment. These guidelines aim to promote respect for differences, inclusion of minorities, and maximize talent for value generation. They serve as a guide for human resources management and the development of other policies, codes, protocols, and procedures for the companies within the Group.

II. DIVERSITY AND INCLUSION POLICY

Various studies have shown the benefits that diverse and inclusive teams bring to businesses in an equitable environment. We believe that diversity and inclusion enrich teamwork and create a culture that fosters development and innovation. At the UNACEM Group, we promote equal opportunities, fair treatment, and inclusion, without discrimination based on gender, sexual orientation, ethnic origin, nationality, age, disability, religious beliefs, among others. We also promote equitable access to opportunities and professional development, as well as inclusive work with local communities. Similarly, we promote respect for the rights of individuals in our work environment, ensuring fair compensation in accordance with the Corporate Compensation Management Policy.


Diversity and inclusion are significant components of our Corporate Human Rights Policy, in which we respect and promote human rights as outlined in the United Nations International Bill of Human Rights, the International Labour Organization (ILO) Declaration, and the Principles of the United Nations Global Compact.

Finally, aligned with our purpose of “Growing together to build a sustainable world”, and in order to ensure best business practices and continuous improvement of our performance in the market, we adopt Diversity and Inclusion in the UNACEM Group as part of our comprehensive Environmental, Social, and Governance (ESG) Sustainability approach.

III. GUIDING PRINCIPLES OF THE DIVERSITY AND INCLUSION POLICY

The following principles guide us in managing diversity and inclusion:

- a. Establish D&I Committees in each Business Unit, which are responsible for ensuring strict compliance with this policy and promoting key diversity and inclusion projects/programs for each Business Unit with annual compliance indicators, reporting directly to the Corporate Vice President of Talent & Culture.
- b. Train organizational leaders to develop capabilities in conscious diversity and inclusion management, such as empathy, active listening, relationship-building skills, and creating spaces for open conversation. These skills are crucial for fostering and enhancing an inclusive

	UNACEM CORP S.A.A.	Version 1.0
	CORPORATE DIVERSITY AND INCLUSION POLICY	12/29/2022
		Page 2 of 5

environment. Leaders should commit to continuous improvement and understand diversities as part of the learning necessary for managing diverse teams.

- c. Implement rigorous processes for attracting, retaining, and managing performance, and talent with an equity, diversity, and inclusion focus, valuing only the competencies required for the position and the achievement of results. This promotes the legitimate inclusion of minority groups based on the attributes that make each person unique, ensuring equal and fair treatment. Diversity and inclusion provide us with more creative, agile, and flexible work teams, fostering innovation and harnessing the potential of individuals to achieve results.
- d. Encourage D&I and the development of inclusion programs at all hierarchical levels of the organization, aiming to prevent and eliminate any form of discrimination based on gender, age, disability, sexual orientation, marital status, religion, geographic origin, socioeconomic status, ethnic origin, family responsibilities, and any other reason.
- e. Raise awareness and provide training through workshops and educational programs for employees on topics such as human rights, female leadership, disabilities, unconscious biases and stereotypes, and equity approaches. This allows employees to value what makes them different in terms of gender, age, disability, sexual orientation, marital status, religion, geographic origin, socioeconomic status, ethnic origin, family responsibilities, and any other reason.
- f. Not tolerate any acts of discrimination. Any behavior by an employee, regardless of their hierarchical level, that is inconsistent with this policy can be reported through our Ethics Hotline (<https://grupounacem.com/linea-etica/>).
- g. Foster spaces and channels for listening and participation of our employees to understand their opinions and perspectives.


IV. PRIORITIZED ACTION AREAS

The institutionalization of the “United Voices” program within the UNACEM Group through its Diversity and Inclusion Committees in each Business Unit commits to promoting an environment of equity, diversity, and inclusion, prioritizing the following cross-cutting and thematic areas:

4.1 Cross-cutting:

- a. Human Resources Management with a D&I Focus

We manage human resources in accordance with the guiding principles of this policy, promoting necessary programs and/or projects to ensure a diverse and inclusive environment.

	UNACEM CORP S.A.A.	Version 1.0
	CORPORATE DIVERSITY AND INCLUSION POLICY	12/29/2022
		Page 3 of 5

b. Inclusive Communication

We aim to make verbal and non-verbal communication a promoter of gender equity and the inclusion of minority groups, thus providing visibility through available communication channels within the Group. When referring to inclusive language, we must apply it comprehensively and consistently in the management of all communication within the UNACEM Group, both internally and externally.

Through inclusive communication, we can contribute to:

- Breaking stereotypes associated with certain occupations in our industries.
- Promoting gender equity.
- Giving visibility to minorities.
- Connecting and addressing all our stakeholders without biases.

4.2 Thematic Areas:

a. Gender

We promote equal opportunities and encourage gender equity at all levels of the organization, ensuring equal employment opportunities. D&I Committees should implement diversity and inclusion programs for key stakeholder groups, empowering and strengthening the participation and active role of women throughout the value chain of UNACEM Group businesses.

b. Disability

We value the potential of individuals with different abilities and strive for a safe and inclusive environment that allows us to harness and enhance their talent.

- Business Units should provide spaces and mechanisms adapted to any disability condition, creating a safe and inclusive environment.


c. Generations

We promote respect for generational differences, fostering the exchange of ideas and opinions, and capitalizing on the value generated by multigenerational teams.

- Leaders should promote multidisciplinary teams where active participation of different age groups is encouraged through knowledge exchange.

d. Ethnicities and Cultures

At the UNACEM Group, we value the multicultural richness present in our operations and recognize it as a source of added value for business development.

	UNACEM CORP S.A.A.	Version 1.0
	CORPORATE DIVERSITY AND INCLUSION POLICY	12/29/2022
		Page 4 of 5


V. RESPONSIBLE FOR THE POLICY

The Corporate Vice President of Talent and Culture is responsible for the Diversity and Inclusion Policy and should review it whenever a significant change occurs in the UNACEM Group’s environment or at least every two years. Similarly, the General Manager and the Human Resources Leader of each Business Unit are responsible for compliance with and dissemination of the policy.

The Diversity and Inclusion Committees in each Business Unit are responsible for compliance with the guidelines of this policy within their businesses, promoting necessary programs and projects, in collaboration with Human Resources leaders, to foster a diverse and inclusive environment.

VI. DEFINITIONS

- a. “Policy” refers to this policy document.
- b. “Diversity”, a term derived from the Latin word *diversitas*, refers to the difference, variety, or abundance of distinct things. In this context, diversity is about increasing the number of underrepresented workers and valuing their differences.
- c. “Inclusion” refers to the concrete ways that allow for the integration of individual differences within work teams, legitimately based on the attributes that make each person unique and different, aiming to provide everyone with equal opportunities for personal fulfillment.
- d. “Minority groups” are any national, ethnic, religious, or linguistic groups with a smaller number of individuals compared to the rest of the population, whose members share a sense of identity.
- e. “Value chain” refers to the division of a company’s activities into a set of differentiated tasks known as value-added activities. These activities include those involving the physical creation of a product or service, such as sourcing raw materials, supplier management, inbound logistics, operations and production, distribution, product use, and end-of-life management.
- f. “Company” refers to UNACEM CORP S.A.A.
- g. “Director” refers to a member of the Company’s Board of Directors or a Business Unit.
- h. “UNACEM Group” refers to UNACEM CORP S.A.A. and its Business Units.
- i. “Business Unit” refers to any company controlled directly or indirectly by the Company.
- j. ESG Sustainability Approach, the three factors for value creation in the UNACEM Group:
 - The “E” (Environmental) factor refers to the organization’s relationship with the environment, climate change, biodiversity and natural resource management, and waste management, among other environmental factors.
 - The “S” (Social) factor refers to the organization’s relationship with its various stakeholders, including shareholders, employees, customers or suppliers, communities, and citizens. It encompasses human rights, labor rights and working

	UNACEM CORP S.A.A.	Version 1.0
	CORPORATE DIVERSITY AND INCLUSION POLICY	12/29/2022
		Page 5 of 5

conditions, health and safety at work, equal opportunities, rights of indigenous peoples, and more broadly, human rights.

- The “G” (Good Governance) factor refers to the allocation of functions, responsibilities, and rights among the different stakeholders involved in the governance of a company. It encompasses issues such as transparency, balance, and information.

VII. REFERENCE DOCUMENTS

- Code of Ethics and Conduct of the UNACEM Group (https://www.unacem.com/wp-content/uploads/2022/06/CODEC_011222_ESP.pdf)
- Human Rights Policy of the UNACEM Group (https://www.unacem.com/wp-content/uploads/2022/06/GRUPO-UNACEM_politica_DDHH-v2.pdf)
- United Nations 2030 Agenda for Sustainable Development (<https://www.un.org/sustainabledevelopment/es/development-agenda/>)
- Sustainability Declaration 2021-2050 (<https://unacem.pe/lista-de-reportes/>)

Document name	CORPORATE DIVERSITY AND INCLUSION POLICY			Version
Responsible area:	Talent and Culture			
Prepared by:	María Sol Elías Corporate Manager of Culture & Communication	Preparation date:	October 15, 2022	1.0
Support team:	UNACEM Peru Sustainability Sub Management	Preparation date:	October 15, 2022	1.0
Reviewed by:	Marlene Negreiros Corporate Vice President of Talent and Culture	Review date:	December 28, 2022	1.0
Approved by:	Pedro Lerner Corporate General Manager	Review date:	December 29, 2022 (sic)	1.0