

Human Rights Management System

2021



Methodology and scope



Risks prioritized for this measurement:

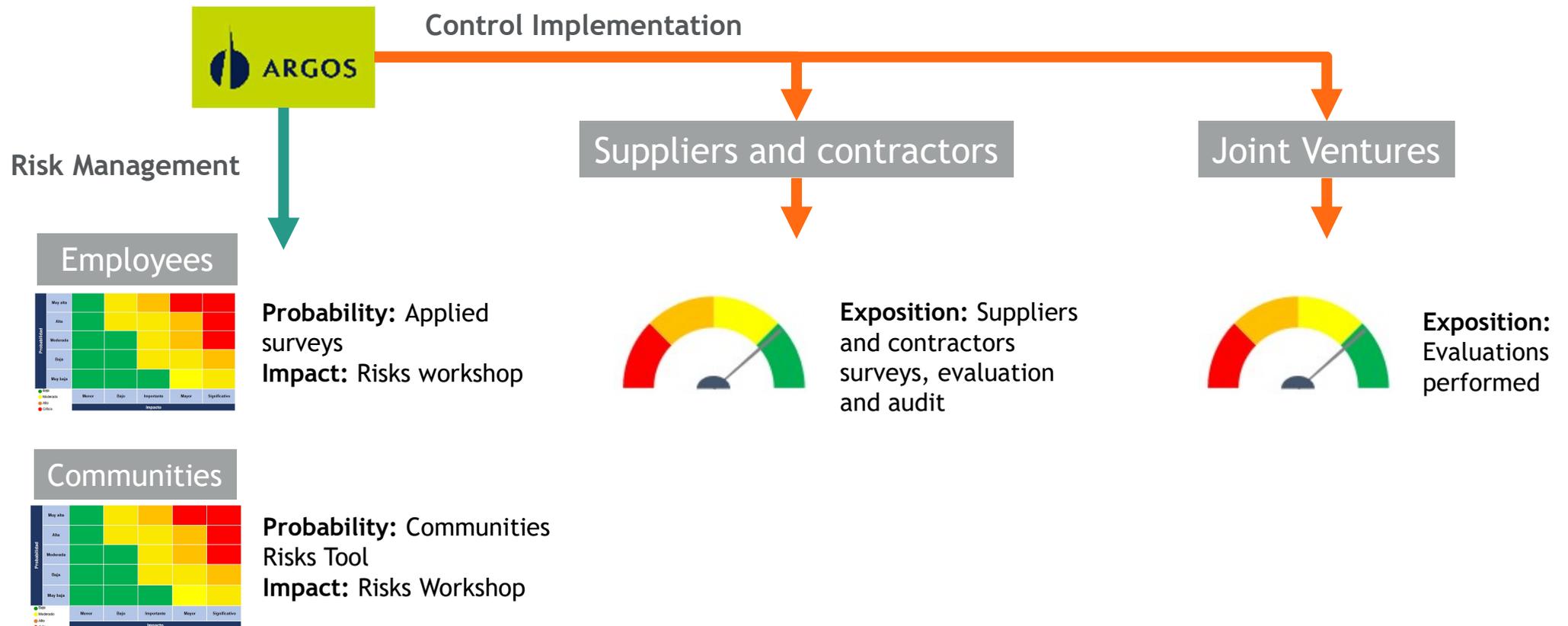
R01	Violation of freedom of assembly and collective bargaining (union members)
R02	Forced labor
R03	Child labor and youth employment (children and youth)
R04	Violence, workplace and sexual harassment
R05	Inequality and discrimination (women, LGBT, Disabled, religious groups and indigenous communities)
R06	Violation of due process and grievance mechanisms,
R07	Violation of the work life balance and motherhood
R08	Violation the rights to life, liberty, health and personal safety.

- Completed
- In process
- Not started

Methodology



We count on primary information sources that allow us to identify the probability of occurrence of HR Risks towards the different Stakeholder groups. For employees and communities, we are able to expand the analysis through workshops with experts where we assess the impact and construct the risks matrix for HR Risks.



Results and findings



Stakeholder group	Main Risks	Coverage	Mitigation actions	Remediation Actions
Employees	-Safety and Health -Discrimination and harassment	100%	-Health and safety management system -Health and safety policy updating -Diversity policy -Diversity and discrimination roundtables	-No remediation actions needed
Suppliers and contractor	-Violation the rights to life, liberty, health and personal safety	49%	-Suppliers strengthening program -Safety roundtables -Safety audits	For the two materialized acts of HR risk that affected suppliers in 2021, the investigation was carried out confidentially and an action plan was made in each case, with a follow-up by an internal auditor assigned.
Joint Ventures	-Collective bargaining	100%	-Policies creation plans -Tutoring on the development of standards and processes	-No remediation actions needed
Communities	-Road safety -Land rights -Indigenous rights	100%	-Road safety education programs with drivers and communities -Road signals and maintenance around sites -Fencing properties and agreements with communities to control trespassing and usage of lands -Free prior and informed consent with indigenous peoples	-No remediation actions needed