



At Grupo Piasa, we are committed to fostering a fair, respectful, and discrimination-free workplace. Our Gender Equality and Inclusion Policy guides all our operations and labor relations, ensuring that every individual can fully develop their potential regardless of gender, sexual orientation, gender identity, disability, age, ethnic origin, beliefs, or any other condition.

We promote an organizational culture grounded in respect, equity, and inclusion, aligned with Sustainable Development Goal 5 and our broader sustainability strategy. We actively encourage equitable participation across recruitment, selection, development, promotion, and leadership processes, ensuring that all individuals have access to equal opportunities for professional growth.

We operate under a **zero-tolerance** policy toward any form of discrimination, harassment, or violence. We have established confidential reporting mechanisms, such as our Ethics Line, as well as internal governance bodies including the Ethics Committee and the ESG Executive Committee, to ensure compliance with our values and standards.

At Grupo Piasa, we firmly believe that diversity strengthens our teams, drives innovation, and reinforces our commitment to people's well-being. All our employees serve as ambassadors of these principles, both within and beyond the organization, contributing to a more human, equitable, and sustainable company.