



**ANTI-DISCRIMINATION POLICY
INJECTION ALLOYS MEXICO**

April 01st 2026

1. Our Commitment; We are committed to providing a workplace based on **respect, dignity, and equal opportunity** for all.

Discrimination of any kind is **strictly prohibited**.

2. Equal Opportunity Principle; All decisions related to employment and business activities must be based on:

- Merit
- Qualifications
- Performance
- Business needs

3. Prohibited Discrimination; We do not tolerate discrimination based on:

- Race or ethnicity
- Gender or gender identity
- Religion or beliefs
- Age
- Nationality
- Disability
- Sexual orientation
- Marital or family status
- Economic Situation

4. Harassment & Inappropriate Conduct; The following behaviors are not allowed:

- Offensive comments, jokes, or slurs
- Intimidation, bullying, or hostile behavior
- Unwanted physical or verbal conduct
- Any action that creates an uncomfortable or unsafe environment

5. Responsibilities

All Employees

- Treat others with respect
- Avoid discriminatory or offensive behavior
- Report any workplace discrimination you detect.

Managers

- Lead by example
- Act immediately on concerns
- Promote a respectful workplace

6. Reporting Concerns; If you experience or witness discrimination, report it through:

- Your manager or supervisor
- Company CEO / HR department
- **Email:** mx@injectionalloys.com
- **Phone / WhatsApp:** +52 462 152 1437

✓ Reports may be made **confidentially or anonymously**



7. No Retaliation

- No one will be penalized for reporting discrimination acts.

8. Investigation & Actions

- All reports will be reviewed promptly
- Investigations will be fair and confidential
- Violations may result in disciplinary action, including contract termination.

9. Simple Principle

“Respect everyone. No exceptions.”