



**HUMAN RIGHTS POLICY
INJECTION ALLOYS MEXICO**

January, 2026.

- 1. Our commitment** is to develop an organizational culture that supports the identification and adoption of internationally recognized human rights. Our approach is to identify, prevent, mitigate, and consider human rights impacts in the following areas:
- 2. Non-discrimination;** This aspect is detailed in the anti-discrimination policy.
- 3. Equality;** We provide equal opportunities and treatment.
- 4. Child labor;** Employment of people under 18 years of age is not permitted.
- 5. Forced labor;** No employee may be compelled to work by force or intimidation in any way.
- 6. Freedom of association;** The company respects the right to join, organize or affiliate without fear of intimidation or retaliation.
- 7. Health and Safety;** We will promote workplace safety for our employees. Our commitment is outlined in our occupational health and safety policy.
- 8. Working conditions, including work schedule,** Employees are treated fairly and honestly, all staff will have a written employment contract with agreed terms and conditions, all staff are entitled to reasonable breaks, access to toilets, rest facilities and drinking water.
- 9. Fair wages and compensation;** Workers are provided with adequate remuneration, and overtime is compensated in accordance with Mexican law.
- 10. Migrant Workers;** Migrant workers have the same rights as local employees
- 11. Accessibility for people with disabilities;** Parking and an access ramp are available for people with disabilities.
- 12. Maternity protection;** Employment is preserved and legal benefits are provided to employees during pregnancy.
- 13. Elimination of inhuman or degrading treatment;** Prohibition of any type of corporal punishment, threats of violence or other forms of mental or physical coercion.



The Steel Treatment Experts

14. Report Human Rights Violations; If you experience or witness human rights violations, report it through:

- Human Resources Department to the email: veronica.sanchez@injectionalloys.com
 - E-mail: mx@injectionalloys.com
 - Phone / WhatsApp: +52 462 152 1437
- ✓ Complaints can be made confidentially or anonymously.

15. Investigations and actions

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

16. Principle

“Respect for human rights for all. Without exceptions.”