



Right to life
Right to integrity
Right to mental and physical health

## **IDENTIFICATION OF HUMAN RIGHTS RISKS**

As a result of our human rights assessment, we have identified human rights risks that are likely to affect and/or violate our entire value chain across all our business units.

ID	Risk	Employees	Contractor	Suppliers	Customers	Communities	Risk classification
R1	Almpact on the health and physical integrity of employees.	<u> </u>	<u> </u>				
R2	Ecological impacts within the framework of environmental management.					<u> </u>	
R3	Acts of discrimination, harassment, and/or workplace violence.	<u> </u>	<b>\</b>				
R4	Right to justice and access to redress.					<u> </u>	
R5	Railway accidents and their impact on communities.	<b>/</b>				<b>*</b>	
R6	Environmental impact from the supply chain and community health.					<u> </u>	
R7	Diversity and inclusion.	<b>✓</b>	✓	<u> </u>	<u> </u>	<u> </u>	
R8	Impacts on employee health and well-being due to unsafe working conditions in contexts of social protest or acts of vandalism.	<b>✓</b>	<b>~</b>				
R9	Violation of freedom of association and collective bargaining	<u> </u>	<u> </u>				
R10	Private Security Protocols {資,像	<u> </u>	✓			<b>*</b>	

Right to a healthy environment 4 Right to health Right to food security Right to justice **~**^ Right to participation Right to full reparation Right to a clean, safe, and healthy environment Right to equality and non-Right to work in fair and equitable conditions Right to freedom of association Right to collective (E) bargaining

<sup>\*</sup> The assessment of these risks placed particular emphasis on interactions and the potential impact on migrant communities.



All identified risks are included in our risk management system, which constantly evaluates prevention, remediation, and mitigation measures. Specifically, with regard to our high-level risks, the following section describes the mechanisms currently implemented in 100% of our operations:

Risk	Prevention and mitigation measures	Remediation measures
R1. Impact on the health and physical integrity of employees.	<ul> <li>Workplace Safety Analysis: We examine the risks associated with existing working conditions and the physical environment to determine and implement control measures.</li> <li>Health promotion for employees through vaccination days and health campaigns using videos, conferences, and printed materials.</li> <li>Training of our medical and operational staff in first aid with the intention of safeguarding the lives of our employees in the event of incidents.</li> <li>Annual safety and health fairs aimed at employees and their families with the aim of raising awareness and promoting first aid techniques, as well as encouraging the detection and prevention of chronic diseases.</li> <li>Conducting internal and external audits.</li> <li>Monitoring and tracking the health of our staff with medical check-ups at the start of each shift to detect any medical conditions.</li> </ul>	Exhaustive investigation of incidents to determine the root cause and identify remedial measures.
<b>R2.</b> Ecological impacts within the framework of environmental management.	<ul> <li>Construction and operation in strict compliance with current environmental regulations.</li> <li>Identification and mapping of areas of high biodiversity value surrounding the areas where we operate.</li> <li>Voluntary adoption of international standards for environmental management.</li> <li>Monitoring mechanisms to mitigate impacts and protect biodiversity. Promotion of ecosystem connectivity through the installation of drains, viaducts, underpasses, and overpasses that provide safe wildlife crossings.</li> </ul>	Emergency response plans for events involving spills of materials with potential ecological impact.