

HUMAN RIGHTS RISKS

G. RISKS AND COMPLIANCE



Matriz Riesgos Derechos Humanos

No	Human Rights Risk
1	Failure to comply with regulations and legal requirements in Human Resources issues (forced labor, harassment, employment contracts for minors) that may generate fines, lawsuits and / or affect the corporate image.
2	Not knowing the operational risks associated with the execution areas of the business that may affect the physical integrity of assets and people.
3	Possible effects related to human rights (privacy, discrimination or others) from internal personnel, contractors / subcontractors to the community surrounding the operation
4	Inequity of functions assigned to employees for discriminatory purposes.
5	Incidents, events or situations that may affect personal integrity
6	Violation of human rights and non-compliance with SSGT by suppliers and / or contractors affecting the image of the entity
7	Absence of decent working conditions, such as absence of privacy in dressing rooms, bathrooms in inadequate conditions for use and lack of access to hydration sources.
8	Difficulties in the execution of security plans in the area of operation and the security schemes of managers, increasing the vulnerability of facilities, responsible personnel and managers.
9	Unequal treatment on grounds of race, gender, diversity, age, family or national origin, religious belief, political preference or social status that lacks any reasonableness from a workplace perspective
10	Restriction on freedom of opinion, speech, expression and/or freedom of association

