

# POLICY OF INCLUSION AND DIVERSITY

The diversity among people enriches us all, helps us to better understand the needs of different groups in the markets in which we operate, allows us to expand our opinions and perspectives, and gives us the opportunity to be more tolerant and respectful of the different points of view and cultures in a globalized world.

## PURPOSE AND SCOPE

The purpose of this policy is to establish the principles, criteria and guidelines that ensure a culture of inclusion and non-discrimination at América Móvil, guaranteeing equality of opportunities for all people, both when they begin their careers, as well as their retention and development within the company.

The policy of inclusion and non-discrimination considers employees at all organizational levels and areas in each of the countries where we operate, including the Management team and the Board of Directors. And it is extended to all the people with whom América Móvil employees interact, inside and outside of the company.

## DEFINITIONS

### **Job Opportunity:**

Any activity of recruitment, selection and hiring, conditions and privileges of employment, compensations, benefits, training, evaluation, ranking, promotion and lateral movements, among others.

### **Discrimination:**

Discrimination shall be understood as any distinction, exclusion, restriction or preference that, by act or omission, with or without intent, has as its objective or result to hinder, restrict, prevent, undermine or nullify the recognition, enjoyment or exercise of human rights and freedoms, when based on one or more of the following reasons: ethnic or national origin, skin color, culture, sex, gender, age, disability, social, economic, health or legal status, religion, physical appearance, genetic characteristics, migratory status, pregnancy, language, opinions, sexual preferences, identity or political affiliation,

marital status, family situation, family responsibilities, language, criminal records or any other reason.

### **GENERAL PRINCIPLES**

The policy of inclusion and non-discrimination of América Móvil establishes as guidelines:

- I. Respect** all individual differences such as gender, culture, religion and ethnic origin, among others, of all people inside and outside the company.
- II. Provide** equal employment opportunities to all qualified people without any type of discrimination.
- III. Privilege** the results and merits in the workplace above any other condition when considering opportunities for promotions of personnel and in no case accept favoritism by preferences of friendship or other types of affinities that had nothing to do with labor merit.

**IV. Guarantee** the same employment opportunities and economic benefits for similar responsibility and performance in a specific market. In this sense, the criteria for the determination of salary and other benefits will be done exclusively in relation to skills, job profile, organization chart and other objective parameters and no distinction will be made on grounds of sex, age or any of the characteristics that can give result in discrimination.

**V. Respect** and promote the right of people to achieve a balance in their lives, foster co-responsibility in the work, family and personal life of all our employees.

**VI. Not allow** any type of harassment, intimidation, insults, threats, unfair accusations, bullying, or other acts of physical or psychological violence that could have a negative impact on an employee's dignity and cause him/her to feel uncomfortable or harrassed in any manner.

**VII. The exhibition** by any means, of images or objects of sexual content in the workplace or that promote hatred, discrimination or the promotion of stereotypes is prohibited.

**Disciplinary procedure** employees who violate the principles established in this policy, will be subject to disciplinary actions that can range from verbal or written reprimand, to termination of employment, independent of civil, criminal or labor actions that correspond.

## References

### *América Móvil Code of Ethics*

International Convention on the Elimination of All Forms of Racial Discrimination of the UN.

<https://www.ohchr.org/Documents/ProfessionalInterest/cerd.pdf>

Inter-American Convention Against Racism, Racial Discrimination and Related Forms of Intolerance of the Organization of American States.

[http://www.oas.org/en/sla/dil/docs/inter\\_american\\_treaties\\_A-68\\_racism.pdf](http://www.oas.org/en/sla/dil/docs/inter_american_treaties_A-68_racism.pdf)