



DEI Policy Mexlog

DIVERSITY, EQUITY AND INCLUSION POLICY



1. Introduction

At MEXLOG, we are committed to creating a work environment where all employees are valued and respected, and where diversity, equity, and inclusion are fundamental principles of our corporate culture. This policy reflects our commitment to fostering diversity, equity, and inclusion at all stages of our employees' life cycle and to promoting equal opportunities and the elimination of any form of discrimination, abuse, harassment, or violence.

2. Objective

The objective of this policy is to ensure an inclusive and respectful work environment by promoting diversity in all its forms, guaranteeing equity in our practices and procedures, and fostering a culture of inclusion where all employees feel valued and supported.

3. Scope

This policy applies to all MEXLOG employees, including executives, collaborators, clients, consultants, suppliers, and any other person acting on behalf of the company.

4. Mexlog's Commitments

4.1. Promotion of Diversity

We commit to:

- Recognize and value the individual differences and diverse experiences of our employees.
- Promote equitable representation of all people, regardless of race, gender, sexual orientation, religion, disability, age, or any other personal characteristic.
- Foster an environment where all voices are heard and valued.

4.2. Promotion of Equity

We commit to:

- Ensure that all employees have equal opportunities for professional development and growth.
- Review and adjust our policies, procedures, and practices to eliminate any bias or barrier that may affect equity.
- Implement training and development programs to support all employees in their professional careers.

4.3. Creation of an Inclusive Environment



We commit to:

- Foster a work environment where all employees feel included and valued.
- Promote collaboration and mutual respect among all team members.
- Provide safe spaces where employees can express their concerns and suggestions related to diversity, equity, and inclusion.

5. Prevention of Discrimination, Abuse, Harrasment, and Violence

We commit to:

- Prohibit all forms of discrimination, abuse, harassment, and violence in the workplace.
- Establish clear procedures for reporting and resolving incidents related to discrimination, abuse, harassment, and violence.
- Take appropriate disciplinary measures against anyone who violates this policy.

6. Responsibilities

Senior Management: Lead by example and ensure that the DEI policy is implemented and respected throughout the organization.

Human Resources Team: Develop, implement, and monitor DEI programs and policies, and provide support and resources to employees.

Employees: Comply with this policy, participate in training programs, and contribute to an inclusive and respectful work environment.

7. Training and Development

We commit to:

- Provide ongoing training on diversity, equity, and inclusion topics for all employees.
- Offer professional development programs that support the growth and inclusion of all employees.

8. Monitoring and Evaluation

We commit to:

- Conduct periodic evaluations of our DEI practices to ensure their effectiveness.
- Collect and analyze data to identify areas for improvement and ensure continuous progress in promoting diversity, equity, and inclusion.

9. Communication

We commit to:



- Communicate this policy to all employees, suppliers, clients, and other stakeholders.
- Promote transparency and open communication about our DEI efforts and progress.

10. Review and Update

We commit to:

- Regularly review and update this policy to ensure its relevance and effectiveness.

At MEXLOG, we firmly believe that diversity, equity, and inclusion are essential to our success and continuous growth. By fostering a work environment where all employees feel valued, respected, and included, we not only strengthen our corporate culture but also drive innovation and excellence in our operations. We are committed to continuing to promote these values in all our actions and decisions and to working together to build a fairer and more equitable future for all.