



POLICY

"DISCRIMINATION PREVENTION"

At Industria Nacional de Detergentes, S.A. de C.V. (INDESA), all workers and employees agree to respect and implement this Discrimination Prevention Policy. It is the commitment of all personnel to collaborate in ensuring non-discrimination based on gender and to address cases of workplace violence, harassment, or sexual intimidation. Additionally, the hiring of minors is not permitted. The company and its collaborators are committed to fostering a favorable organizational environment.

At INDESA, there is a **CODE OF ETHICS** that promotes a proactive, dialogic, and positive environment. Employees are encouraged to work as a team by establishing common goals, and the company strives to offer a healthy, cordial, safe, and productive work environment.

Any type of harassment toward personnel by Directors, Managers, Supervisors, or colleagues, as well as employees of partner companies, suppliers, associations, or affiliates, is strictly prohibited at INDESA. This includes any behavior that is degrading, insulting, humiliating, or intimidating, directed at any employee based on their gender, religion, disability, social status, or age.

INDESA publishes and promotes this Discrimination Prevention Policy in compliance with Article 132, Section XXXI, of the Federal Labor Law, in accordance with its labor reform published on May 1, 2019.