



Diversity, Equity, and Inclusion

Global Policy



OBJECTIVE

To foster and promote a culture of Diversity, Equity, and Inclusion (hereinafter referred to as DEI) in Sigma.

DEFINITIONS

Discrimination:

Treating a person unfavorably because of who they are or because they possess certain characteristics, including the categories protected by law and local regulations where we operate. These characteristics, according to the International Labor Organization Discrimination Convention, include but are not limited to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability, age, health condition, and way of thinking (political, religious, and social views).

Any distinction, exclusion, or preference related to a particular job based or process on the inherent requirements thereof shall not be deemed to be Discrimination.

Diversity:

Originality and plurality of identities that characterize the groups and societies that make up humanity. It manifests itself in the variety of ethnic, racial, or national origin, sex, gender, sexual orientation, age, disability, social or economic condition, language, religion, customs, traditions, marital status, or any other identity attribute.

Equity:

Providing fair and equal opportunities while recognizing the individual needs and capabilities.



Inclusion:

Efforts made to promote that every person is free to behave in an authentic way within the framework defined in our Global Code of Conduct and a psychologically safe and secure environment in the company.

Sexist, Discriminatory or Derogatory Language:

All verbal and non-verbal expressions that disqualify, discriminate, or stigmatize any group.

POLICY

Sigma promotes a culture of DEI because:

- 1) **We want to attract and retain the best talent:** Having diverse talent in all organizational levels allows us to receive different and innovative ideas to address business challenges.
- 2) **We want our talent to reach their full potential:** Guaranteeing an inclusive environment where all employees can feel safe, heard, and valued, with equitable access to opportunities.

Scope:

This Policy is applicable to all Sigma’s employees, and we expect that all suppliers and interested third parties (such as consultants, associated people or entities, or anyone that is part of the supply chain) act according to this Policy, ensuring they read it and understand it.

Key Pillars:

At Sigma we are continuously working on our DEI plan based in three key pillars that allow us to keep improving as a diverse, equitable, and inclusive company. These pillars are developed through specific activities.

Inclusive Work Environment

We build and foster psychological safety through an inclusive and equitable environment in which all employees may be authentic and work to their full potential. Examples of activities that strengthen this pillar are:

- DEI awareness for internal and external key stakeholders, and employee trainings across the organization.



- Guarantee a work environment in which respect is promoted and fostered, as defined in the Global Policy for the Prevention of Harassment and Discrimination.
- Use Non-Sexist, Non-Discriminatory, and Non-Derogatory Language within official processes and communications, promoting the use of this practice in day-to-day activities of employees.

Internal Talent

We attract, develop, and retain the best talent, with no Discrimination. Examples of activities that strengthen this pillar are:

- Provide equitable opportunities throughout the employees' journey (recruitment, individual career plans, mentoring, sponsorship, coaching and feedback, among other initiatives).
- Ensure our compensation is equitable among the different roles performed throughout the company with no Discrimination, generating action plans to reduce compensation gaps (where / when applicable).

Shared Value

Our commitment is to keep improving as a sustainable company, thus, through our Responsible Sourcing Code we invite our suppliers to accept the DEI commitment.

Governance:

The President and CEO of Sigma and its Executive Committee are the main sponsors of this Policy and our DEI commitments.

We have committees in each of our Organizational Units who:

- a) Monitor compliance with laws and regulations related to Diversity, Equity, and Inclusion;
- b) Receive, review, and resolve any deviation to this Policy;
- c) Spread, promote, update, and monitor the implemented actions of each pillar;
- d) Periodically notify the Executive Committee about our commitments and progress of the implemented actions.

Leaders are expected to be change agents and encourage other employees to speak up and address any DEI topic whenever necessary.