

Mexico City, November 2021

## **CAMEXA Diversity & Inclusion Charter**

The Diversity & Inclusion charter of the German Chamber of Commerce and Industry in Mexico / Cámara Mexicano-Alemana de Comercio e Industria, A.C. (CAMEXA) hereby announced.

Diversity and Inclusion are of strategic relevance for CAMEXA. Both principles strengthen the innovative ability of the companies, realize the full potential of the company's workforce and thus contributes directly to business success as well as to social change.

Absolute respect for Human Rights is the basis on which Diversity and Inclusion are sustained for CAMEXA and the companies signing this Charta.

Diversity stands for the inclusion and interaction of people of different mindsets, backgrounds, experiences and skills across all levels and dimensions of the company.

We are convinced of the positive impact of diversity on employees and on the success of the company. In appreciating this diversity, CAMEXA and companies name agree the following basic principles:

- We see diversity as an enrichment and we work together as humans regardless of our ethnic origin, culture, religion, age, abilities or disabilities, skin color, gender, gender expression, sexual identity and orientation.
- Our general principle is, according to the first article of the German Constitution, that Human dignity shall be inviolable(1) and that we acknowledge inviolable and inalienable human rights as the basis of every community(2) and such as the community within and around our companies.
- We do not tolerate discrimination, sexual harassment or any other personal attack on individuals or groups.
- We promote inclusion and self-determined participation in the working life of people with disabilities.

- We observe the principle of equal wages for work of equal value.
- We promote inclusion and equal opportunities for all people, so diversity is a cross-cutting axis included in the company's policies.
- We are committed to raising awareness, training, decisions and actions on respect for diversity and equal opportunities and exchange best practices of the benefits of diversity and inclusion in our communities and extend it to our relationships with the different stakeholders along our value chains.
- We promote the diversity of talent.
- We do not let prejudices guide us when it comes to personnel decisions.
- We are committed to the compatibility of work and private life in every phase of working life.
- We will implement tools that can help the company to define indicators that can measure the advance of the diversity and inclusion projects. Best practice tools will be provided on the website of the CAMEXA.
- Aware of the importance of communication for the promotion of respect for diversity and the promotion of equal opportunities, we are committed to measure our advances and sharing in our annual reports the results obtained from the actions we carry out in this area.
- We will be held accountable for the failure in the fulfillment of our commitments and as a consequence shall leave the group of subscribers if the promised advancements of our companies are not met due to our responsibility.

**German Chamber of Commerce and Industry in Mexico****Claus Wünschmann**  
President**Industria Nacional de Autopartes, A.C. – INA****Alberto Bustamante**  
Interim Executive President