

THREAT	Associated Human Right	Involved and/or Threatened Stakeholder	Impact	Probability	Risk	Vulnerability	Action Plan
Incomplete health and safety information concerning the goods and services provided by the company	RIGHT TO CONSUMER PROTECTION	Clients/ Consumers	4	3	12	3	Implement a communication and dissemination plan for environmental performance indicators and/or environmental and sustainability certifications, e.g., Carbon Neutral
Lack of education programs in the community in which the company operates.	RIGHT TO ACCESS TO INFORMATION	Community	3	2	6	3	Ensure that the Employee Training Plan is equal in terms of jobs, including the elderly
The Management is not aware of the acts of discrimination carried out by any company employee to another one or by any company employee to a third party.	LABOR RIGHTS - Decent and dignified working conditions	Shareholders	4	3	12	3	Implement Internal Communication Plan (attention to complaints)
Direct or indirect discrimination on the medical condition of any job applicant as a fundamental factor in the hiring process.	RIGHT TO A VOLUNTARY AND DECENT JOB	Employees	3	4	12	2	Apply improvements to the Personnel Selection and Hiring Procedure, including affirmative actions.
The Project impacts natural resources with its activities, particularly soil and water, and this affects the productive development of the area.	RIGHT TO AN ADEQUATE STANDARD OF LIVING (UDHR Art. 25)	Community	5	2	10	1	Maintain monitoring and follow-up plans for the environment, biodiversity, and biological productivity
Legal actions tending to halt the company operations for affecting the local community and its standard of living.	RIGHT TO AN ADEQUATE STANDARD OF LIVING (UDHR Art. 25)	Community	5	2	10	4	Timely application of the External Communication Plan (attention to complaints) and, if necessary, of the Protocols for Repairing Affected Areas, and for Compensation and Indemnification in force
Environmental damage, a result of pollution or negative impact on the quality of the resource.	RIGHT TO A HEALTHY ENVIRONMENT	Society	5	2	10	4	Timely application of the External Communication Plan (attention to complaints) and, if necessary, of the Protocols for Repairing Affected Areas, and for Compensation and Indemnification in force
The Management is not aware of: <ul style="list-style-type: none"> <li>• bribes</li> <li>• political contributions</li> <li>• charitable contributions and sponsorships</li> <li>• gifts to officials</li> </ul>	RIGHT TO DUE PROCESS	State	5	2	10	5	Timely application of the External Communication Plan (attention to complaints) Implementation of an anti-bribery management system (based on ISO 37001: 2016 or similar)
Remuneration to employees representing the Company for the performance of non-legitimate services	RIGHT TO DUE PROCESS	Employees	5	2	10	5	Timely application of the External Communication Plan (attention to complaints) Implementation of an anti-bribery management system (based on ISO 37001: 2016 or similar)

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Negotiations with third parties are carried out by offering or accepting illicit payments.	RIGHT TO DUE PROCESS	Providers	5	2	10	5	Timely application of the External Communication Plan (attention to complaints) Implementation of an anti-bribery management system (based on ISO 37001: 2016 or similar)
A company is a victim of extortion (for example, in relation to the safety of its employees and infrastructure). In turn, such payments can finance armed groups and facilitate violence in the region.	RIGHT TO DUE PROCESS	Shareholders	5	2	10	5	Timely application of the External Communication Plan (attention to complaints) Implementation of an anti-bribery management system (based on ISO 37001: 2016 or similar)
The health of the community is affected by environmental pollution.	RIGHT TO A HEALTHY ENVIRONMENT	Community	5	2	10	4	Timely application of the External Communication Plan (attention to complaints) and, if necessary, of the Protocols for Repairing Affected Areas, and for Compensation and Indemnification in force
Any employee complaints of being a victim of verbal violence by his/her supervisor.	RIGHT TO A VOLUNTARY AND DECENT JOB	Employees	5	2	10	3	Include the topics below in internal training plans: What is violence for me? Types of violence (physical, psychological, sexual, economic, patrimonial) Modalities of violence (institutional, communal, at work site, from teachers, femicide, family environment) Characteristics and Manifestations Implement Internal Communication Plan (attention to complaints) Conduct psychosocial risk assessments
Pollution generated by the production process affects children from a school near the company.	RIGHT TO LIFE AND TO PERSONAL INTEGRITY	Community	5	2	10	4	Timely application of the External Communication Plan (attention to complaints) and, if necessary, of the Protocols for Repairing Affected Areas, and for Compensation and Indemnification in force
The Project does not promote the academic training of the elderly nor does it provide technical and financial assistance to universities for senior employees.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	2	5	10	4	It shall be ensured that the Employee Training Plan is equal in terms of jobs.

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Complaints of hiding information and evidence on pollution	RIGHT TO ACCESS TO INFORMATION	Shareholders	5	2	10	4	Timely application of the External Communication Plan (attention to complaints) and, if necessary, of the Protocols for Repairing Affected Areas, and for Compensation and Indemnification in force
The Management is not aware of disciplinary actions to unionized employees through intimidation, arbitrary dismissal or forced relocation.	RIGHT TO A VOLUNTARY AND DECENT JOB	Employees	5	2	10	5	Include human rights and labor rights issues in internal training plans for positions susceptible to this practice
Dismissal of an employee who informs of her pregnancy during the renewal of her contract.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	5	2	10	5	Include human rights and labor rights issues in internal training plans for positions susceptible to this practice
Women who are married are not hired since the company considers that pregnancy will potentially be a risk	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	5	2	10	5	Include human rights and labor rights issues in internal training plans for positions susceptible to this practice
Legal actions of a female employee to a supervisor for inappropriate treatment.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	5	2	10	3	<p>Include the topics below in internal training plans:</p> <p>What is violence for me?</p> <p>Types of violence (physical, psychological, sexual, economic, patrimonial)</p> <p>Modalities of violence (institutional, communal, at work site, from teachers, femicide, family environment)</p> <p>Characteristics and Manifestations</p> <p>Implement Internal Communication Plan (attention to complaints)</p> <p>Conduct psychosocial risk assessments</p>
An employee is affected by the use of toxic substances common for the task he/she performs during his/her working day.	RIGHT TO PHYSICAL AND MENTAL HEALTH	Employees	5	2	10	2	<p>Maintain Procedures for the Use of Hazardous Substances</p> <p>Training in handling of toxic substances and emergency procedures</p>
Bad press and reputational impact due to complaints from communities or employees for violation of labor rights	RIGHT TO A VOLUNTARY AND DECENT JOB	Shareholders	5	2	10	2	Implement External Communication Plan (attention to complaints)

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Operations halted due to lengthy litigation associated with pollution.	RIGHT TO ACCESS TO INFORMATION	Environment	5	2	10	4	Timely application of the External Communication Plan (attention to complaints) and, if necessary, of the Protocols for Repairing Affected Areas, and for Compensation and Indemnification in force
The Management is not aware of the salary conditions of its employees or its providers' employees.	RIGHT TO ACCESS TO INFORMATION	Employees	5	2	10	2	Implement external and internal Communication Plan (assertive communication, attention to complaints)
Complaints of violation of any right or breach of the contracting conditions by a company provider.	RIGHT TO A VOLUNTARY AND DECENT JOB	Providers	5	2	10	2	Implement External Communication Plan (attention to complaints)
Employees are subjected to forced labor by their employers.	RIGHT TO PHYSICAL AND MENTAL HEALTH	Employees	5	2	10	2	Implement external Communication Plan (assertive communication, attention to complaints)
Legal actions by a part of the population of the locality where the company operates for lack of due Public Consultation corresponding to the development of a new facility for the Company. This affects the public space, and the conditions of the locality are affected.	RIGHT TO ACCESS TO INFORMATION	Community	5	2	10	4	Carrying out social participation processes in accordance with the provisions of the PMA
A provider disengages. The cause is unknown.	RIGHT TO ACCESS TO INFORMATION	Providers	5	2	10	2	Implement external Communication Plan (assertive communication, attention to complaints)
Employees are deprived of declaring their needs and opinions.	RIGHT TO A VOLUNTARY AND DECENT JOB	Employees	4	2	8	2	Implement Internal Communication Plan (attention to complaints) Conduct psychosocial risk assessments
Dismissal of an employee for exceeding the age segment for a certain operational position.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	3	2	6	2	In the Termination and Disengagement Procedure, the option of change of area according to skills shall be considered to give priority to the conservation of any job position
The Management is not aware of the acts of discrimination carried out by any company employee to another one or by any company employee to a third party	RIGHT TO A VOLUNTARY AND DECENT JOB	Employees	3	2	6	4	Implement Internal Communication Plan (attention to complaints) Conduct psychosocial risk assessments

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Discrimination against a job applicant in the recruitment and hiring process.	RIGHT TO EQUALITY AND NON-DISCRIMINATION - ETHNIC, RELIGIOUS OR LINGUISTIC MINORITIES	Employees	3	2	6	2	Apply improvements to the Personnel Selection and Hiring Procedure, including affirmative actions
Voluntary turnover and abstinence from applying for a job due to the lack of inclusion and equality policies.	RIGHT TO EQUALITY AND NON-DISCRIMINATION - ETHNIC, RELIGIOUS OR LINGUISTIC MINORITIES	Employees	3	2	6	1	Apply improvements to the Personnel Selection and Hiring Procedure, including affirmative actions
Use of chemical substances in industrial processes.	LABOR RIGHTS - Decent and dignified working conditions	Employees	5	1	5	2	Maintain Procedures for the Use of Hazardous Substances
There are no ramps and bathrooms suitable for people with reduced mobility	LABOR RIGHTS - Decent and dignified working conditions	Employees	1	5	5	4	Infrastructure improvements in administrative, and health facilities, canteen, and other common use areas
In the value chain, a provider uses coercive means to its employees under the threat of presenting charges for illegal entry into the country or use of false documents, and the threat of arrest and deportation.	LABOR RIGHTS - Decent and dignified working conditions	Providers	5	1	5	5	Include in purchasing processes (bids, terms of reference, minimum requirements, or others) a copy of the Affiliate Employee Worksheet issued by IEES (digital copy) Implement External Communication Plan (attention to complaints)
A group of employees is suspended. The cause is unknown.	RIGHT TO ACCESS TO INFORMATION	Employees	5	1	5	2	Apply improvements to the Termination and Disengagement Procedure Implement Internal Communication Plan (attention to complaints)
Transgender employees are not recognized by the gender with which they identify and are not allowed to update their photo on their entry cards.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	5	1	5	4	Include in the internal training plan technical guidelines to prevent and combat discrimination due to sexual diversity and gender identity Implement Internal Communication Plan (attention to complaints)

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In operational sectors there are only toilets for men. A transsexual employee demands that toilets be installed for women or men depending on the case	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	5	1	5	4	<p>Include in the internal training plan technical guidelines to prevent and combat discrimination due to sexual diversity and gender identity</p> <p>Implement Internal Communication Plan (attention to complaints)</p>
Employees do not have access to food of adequate quantity and quality to have a healthy and active life, according to their cultural peculiarities.	RIGHT TO AN ADEQUATE STANDARD OF LIVING (UDHR Art. 25)	Employees	2	2	4	2	Keep the "canteen/cafe" service active and ensure that it has a healthy diet endorsed by the Medical Department.
Elderly adults are not listened to. There is no place for them to offer their opinion and expression. They are not allowed to research or access the company's new technologies because fear they may break new devices	RIGHT TO ACCESS TO INFORMATION	Employees	2	2	4	2	Implement Internal Communication Plan (attention to complaints)
Salary difference among employees.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	2	2	4	2	Apply improvements to the Personnel Selection and Hiring Procedure, aimed at eliminating income inequality by gender and activity, and reducing the institutional salary gap according to international standards
Discrimination against any employee based on his/her ethnic origin	LABOR RIGHTS - Decent and dignified working conditions	Employees	2	1	2	2	Apply improvements to the Personnel Selection and Hiring Procedure, including affirmative actions.
In the process of selecting an expert adult, an applicant was ruled out because of his/her age.	RIGHT TO EQUALITY AND NON-DISCRIMINATION	Employees	2	1	2	2	Apply improvements to the Personnel Selection and Hiring Procedure, including affirmative actions.