

Protection Policy Against Sexual Exploitation, Sexual Abuse, and Sexual Harassment

1. Principles

Fondo Mexicano para la Conservación de la Naturaleza, A.C. (FMCN) declares zero tolerance towards sexual exploitation, sexual abuse and sexual harassment.

FMCN places human dignity at the center of its work.

All persons working at FMCN have the right to be treated with dignity and respect and to work in an environment free of sexual exploitation, sexual abuse, harassment, sexual harassment, abuse of authority and discrimination of any kind.

Consequently, FMCN prohibits any form of sexual exploitation, sexual abuse, harassment, sexual harassment, abuse of authority and discrimination of any kind.

2. Related Documents

National legal framework regarding sexual exploitation, sexual abuse, sexual harassment, harassment and discrimination:

Political Constitution of the United Mexican States
Federal Labor Law
General Law for Equality between Women and Men
Federal Law to Prevent and Eliminate Discrimination
General Law on Women's Access to a Life Free of Violence
General Law to Prevent, Punish and Eradicate Crimes in Trafficking in Persons and for the Protection and Assistance to Victims of these Crimes
General Law of Victims
Federal Criminal Code and its equivalents in the Federal Entities

3. Definitions

Sexual exploitation: Refers to committing any abuse or threat of abuse in a situation of vulnerability, of unequal force or of trust, for sexual purposes, with the aim of, though not exclusively limited to, taking material, social or political advantage of the sexual exploitation of another person.

Sexual abuse: Refers to committing any physical intrusion or threat of physical intrusion of a sexual nature, whether by force, in conditions of inequality, or coercion.

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Harassment: Any inappropriate and inopportune conduct that offends or humiliates another person. Harassment can take the form of words, gestures, or actions that molest, abuse, degrade, intimidate, belittle, humiliate, or embarrass another or create an intimidating, hostile, or offensive work environment.

Sexual harassment: Any unwanted sexual approach, favor request, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that offends or humiliates a person.

Abuse of authority: The misuse of a position of influence, power, or authority against another person. This is particularly serious when a person uses their influence, power, or authority to unduly influence another's career or employment conditions, including but not limited to assignment, contract renewal, performance evaluation, or promotion. Authority abuse may also include behaviors that create a hostile or offensive work environment that includes, among others, the use of intimidation, threats, blackmail, or coercion.

Discrimination: Any distinction, exclusion, restriction, or preference that, by action or omission, intentionally or not, is not objective, rational, or proportional and has the purpose or result of impeding, restricting, preventing, impairing, or nullifying the recognition, enjoyment, or exercise of human rights and freedoms, when based on one or more of the following reasons: ethnic or national origin, skin color, culture, sex, gender, age, disabilities, social, economic, health or legal status, religion, physical appearance, genetic characteristics, immigration status, pregnancy, language, opinions, sexual preferences, political identity or affiliation, marital status, family status, family responsibilities, criminal records, or any other reason. Discrimination will also be understood as homophobia, misogyny, any manifestation of xenophobia, racial segregation, anti-Semitism, as well as racial discrimination and other related intolerance.

Victim: A person who has suffered any economic, physical, mental, emotional damage or impairment or in general any endangerment or injury to their legal property or rights as a result of a crime or violations of their recognized human rights in the Constitution and in the International Treaties to which the Mexican State is a Party.

Extended personnel: People who have a relationship with FMCN; associates, directors, committee members, employees, organizations with which there is a contractual relationship, consultants, and suppliers.

Complaint Line: An effective means of communication to prevent and detect breaches of the Code of Ethics and any inappropriate conduct.

Whistleblower Protection Policy: set of measures aimed at protecting the exercise of whistleblowers' personal and labor rights.

4. Reach

This policy applies to the following persons and entities:

- a) Assembly
- b) Board of Directors
- c) Committees
- d) Personnel hired by FMCN
- e) Personnel of entities with contractual relations with FMCN
- f) Suppliers and consultants

5. Obligations of Extended Personnel

Those who collaborate with FMCN should contribute to the achievement of its mission through behavior that consistently reflects its principles and values.

The general ethical standards that must be observed are the following:

- Respect the dignity and privacy of people, and the rights that are inherent to them based on the Universal Declaration of Human Rights.
- Respect the equality of people and their diversity. Do not discriminate against any person based on sex, ethnicity, creed, religion, age, disability, political affinity, sexual orientation, nationality, citizenship, marital or economic status in all types of personal and professional relationships derived from their activities.
- Refrain from any form of sexual exploitation, sexual abuse, harassment, sexual harassment, abuse of authority, and discrimination of any kind.
- Do not exchange money, goods, or services for sex, including sexual favors or other forms of humiliation, degradation, or exploitation.
- Report illegal practices and/or inappropriate behaviors through the complaint line.
- Provide, when possible, any information or evidence in your possession that could help an investigation.
- Comply with the national legal framework regarding sexual exploitation, sexual abuse, sexual harassment, harassment, and discrimination.

The specific ethical standards that must be observed are the following:

- Promote the practice of FMCN Code of Ethics standards among partner and/or peer organizations.
- Contemplate diversity as one of the main strengths and the integration of individuals and cultures as a way to enrich society.
- Prioritize respect for differences of opinion and a healthy and comfortable working environment.

6. Preventative Measures

The preventive measures established by the institution are:

- To make this policy available to the general public through its website.
- All persons working with FMCN must sign their acceptance of this policy.



- As a hiring requirement, ensure the verification of the candidate's work history. Verify that the personal trajectory of the candidate is appropriate to the principles of the institution.
- Verify the professional experience and institutional references of entities with a contractual relationship with FMCN.
- Eliminate the use of sexist and discriminatory stereotypes and incorporate inclusive language in any FMCN document or communication.
- Use non-sexist language in the workplace and ensure its promotion in all social relationships.
- Provide protection through the Whistleblower Protection Policy.
- Impose sanctions and/or disciplinary measures for breaches of this policy.

7. Corrective Measures

The corrective measures established by the institution are:

- Withhold disbursements for entities with a contractual relationship with FMCN—consultants and suppliers—in those cases in which FMCN determines that there is a complaint in good faith.
- During the development of an investigation, follow up in medical, psychological, and legal assistance to address immediate damage.
- Impose sanctions and/or disciplinary measures for breaches of this policy.

8. Investigative Body

The Internal Audit Unit is responsible for handling complaints formally received by the mechanisms established by the institution.

- a. Obligations of the Internal Audit Unit
 - Immediately respond to any complaint about sexual exploitation, sexual abuse, and sexual harassment.
 - Prepare an investigation file providing details of the facts, attaching documentary evidence and witness statements.
 - Present the file to the Institutional Accompaniment and Risk Control Committee (CAICR).
 - Supervise the execution of the resolution issued by the CAICR.
- b. During investigation, the Internal Audit Unit should:
 - Treat the victim with humanity and respect for their dignity
 - Provide the victim with clear and complete information
 - Treat the situation with sensitivity and confidentiality
- c. After the investigation, the Internal Audit Unit should:
 - Implement all available measures to prevent and mitigate any inappropriate behavior

- Monitor the work environment to ensure that none of the people involved in the investigation are subject to retaliation
- Notify CAICR of any indication of retaliation

9. Resolution Body

The CAICR (Institutional Accompaniment and Risk Control Committee) is the body responsible for analyzing complaints of sexual exploitation, sexual abuse, harassment, sexual harassment, and discrimination.

Obligations of the CAICR:

- Analyze the investigation file
- Comply with the national legal framework
- Consult expert advisors in the field
- Issue resolutions
- Issue recommendations and observations

10. Institutional Communication

The CAICR will report to the Board of Directors (BD) the complaints that are recorded regarding sexual exploitation, sexual abuse, and sexual harassment.

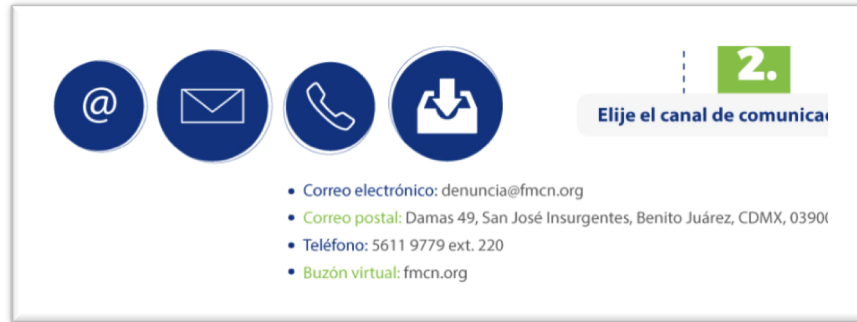
The BD, if appropriate, will authorize an institutional announcement corresponding to the complaints received; as well as the communication channel to report the facts to the corresponding source of financing.

The BD will designate an institutional spokesperson to handle external communication on complaints regarding sexual exploitation, sexual abuse, and sexual harassment.

The BD will determine the measures to be taken regarding institutional damage control.

11. Complaint System

The institution has the following Complaint Line so that anyone can file a complaint.



The complaint must provide the following information:

- Date and location of the incident
- Description of the facts
- Name of witnesses, if applicable
- Any other relevant information, including documentary evidence, if it exists
- Name of the victim

12. Monitoring and Revision

Every three years, the CAICR, with the support of the Internal Audit Unit, will review this policy and submit recommendations to update it before the Board of Directors.