



# **Communication of involvement.**

October 2021-September 2022

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# WORDS FROM THE CEO



## Timeframe of this Engagement Communication

**De: 2021/11/01 A: 2022/10/31**

I am pleased to confirm that MCNO reaffirms its support for the United Nations (UN) Global Compact and its Ten Principles in the areas of human rights, labor standards, environment and anti-corruption. This is our Communication on Engagement with the UN Global Compact. Feedback on its content is welcome.

In this Engagement Communication, we describe the measures taken by our organization to support the UN Global Compact and its principles as suggested for an organization such as ours. We are also committed to sharing this information with our stakeholders through our main communication channels.

Sincerely,

A handwritten signature in black ink, reading 'Edgar Muciño'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

**Edgar Emiliano Muciño Castillo**  
**CEO**

August 26, 2022. Mérida, Yucatán



Is a mining and aggregates transport company, It's strategic located in Mexico and it owns two silica sand mines to cover the main clients; the mines are located in the center of Mexico and in the south east of México. The company has been selling and transporting aggregates for 18 years. PMV has managed to build its reputation by providing reliable silica sand and transport service to its main clients, such as CEMEX (CX at NYSE), LAFARGEHOLCIM (LHN at SWX), Compania Minera Autlan (AUTLANB at BMV) and Amsted Rail.

Our main clients utilize our sand in their concrete mixes and it markets average of 400,000 tons per year, which represents revenues of 8.5 million dollars.

Our team is integrated by 67 workers with different profesions including logistic engineers, automotive engineers and our administrative area is formed by graduates in administration, accounting, management and business management and design - Business Creation.

# ABOUT US



# DESCRIPTION OF ACTIONS

## HUMAN RIGHTS

**Principle 1. "Businesses should support and respect the protection of internationally proclaimed human rights".**

At MCNO our shared ethic is Respect and our maxim is non-discrimination for reasons of sex, race, religion, opinion or any other personal or social condition or situation.

Thus, disrespect or any act that could be susceptible to discrimination by employees will not be tolerated.

Spaces free of discrimination and harassment in all work areas, including physical, verbal, sexual or psychological harassment.



# DESCRIPTION OF ACTIONS

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## **Principle 2: Make sure that they are not complicit in human rights abuses.**

We are clear about the importance of respecting and supporting human rights, therefore we are firmly opposed to collaborate with those whose active or passive participation could contravene the correct development of human rights.

We also actively support the AMAR association that participates in the protection and reintegration of children's rights.

Committed to the protection of children's rights, we support UNICEF by being an active partner.





# DESCRIPTION OF ACTIONS

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# LABOUR

## **Principle 3. "Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**

We respect the right of workers to form and join a union of their choice without fear of intimidation or reprisal, in accordance with labor laws.

HR is our most important asset of the company, that is why we try to comply with the rules and laws so that they are fulfilled with strict rigor for the benefit of our employees, making them participate in the project whose objectives cannot be achieved without the effort of each one and the union of teamwork of all departments in general.

We work directly CATEM company's union and cement industry syndicate.



**8** DECENT WORK AND  
ECONOMIC GROWTH



# DESCRIPTION OF ACTIONS

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Each of our employees has a voice and a vote in all decisions that may affect the interdepartmental operation, listening and discussing all opinions that may arise in the meetings that take place weekly.

The organizational structure is clear and delimited, but our department managers, such as the directors, share the work room with the rest of the employees, eliminating differentiating barriers and making us see that we are all one and that we can count on each other, generating a pleasant work environment, more familiar and allowing us to overcome any difficulties that may arise with the help of the rest of our colleagues.

## **Principle 4. " The elimination of all forms of forced and compulsory labour.**

In our company, prior to hiring, we have several interviews with the person where we explain and make clear our work ethics, our values, mission, vision, what we offer as a company and what we expect from the person who will be part of our team.

In order to create a more comfortable environment for our new hires, we provide onboarding sessions for them, because we know that a new job involves a period of adaptation that can be stressful for the person who integrates.

We are against any kind of forced labor in any form and we will not be complicit in it.





# DESCRIPTION OF ACTIONS

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## **Principle 5. " The effective abolition of child labour.**

In MCNO we repudiate the exploitation of child labor under any form it may be expressed, being the ones defined in Convention no. 182 of the ILO: ILO Convention no. 182. 182 of the ILO:

- All forms of slavery; the sale and trafficking of children, debt bondage and serfdom, and forced or compulsory labor, including the use of children in war and armed conflict.
- Use, procuring or offering of children for prostitution, production of pornography or pornographic performances.
- Use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties
- Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

## **Principle 6. "The elimination of discrimination in respect of employment and occupation.**

We repudiate any discriminatory act that may occur in our institution or in the companies which we work with.

Our staff selection process is based on the merits, aptitudes and attitude of the candidate according to the position to be filled.

We offer quality jobs and job stability and we believe that training must be constant and continuous..



# DESCRIPTION OF ACTIONS

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# ENVIRONMENT

**Principle 7. "Businesses should support a precautionary approach to environmental challenges.**

**Principle 8. "Undertake initiatives to promote greater environmental responsibility;**

**Principle 9. "Encourage the development and diffusion of environmentally friendly technologies.**

At MCNO we are aware that climate change is a fact and that if we do not intervene it could become irreversible with disastrous consequences for the planet and therefore for Humanity.

That is why we are carrying out the following actions:

- Responsible energy consumption. All electrical appliances that are not in use at the moment are completely turned off.
- MCNO's transportation units adhere to NOM-044 with the Selective Catalytic Reduction System (SCR), which consists of reducing CO2 emissions by 98%.
- We recycle an average of 141,417 tons of burned sand per year..





# DESCRIPTION OF ACTIONS

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- We use solar lighting.
  - We participate in reforestation campaigns organized by the Secretaria de Desarrollo Sustentable del Ayuntamiento de Mérida.
  - We are migrating to electronic invoicing, printing only the essentials.
  - We participate in sea turtle release campaigns organized by the SDS of the Merida City Hall.
  - We adopted the Sustainable Development Goals as a universal call to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030.
  - We adopted the mision to leave space better than we found it.
  - We are about to organize a reforestation campaign at our mines in the southeast of the country.
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- Increase the means at our disposal to reduce energy consumption in each of our offices as well as office material consumption.
  - Increase the use of recyclable materials, both those acquired as office supplies and recycled materials.
  - Participate with SDS in the implementation of environmental education courses for our entire team.



# DESCRIPTION OF ACTIONS

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## ANTI-CORRUPTION

### **Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.**

In Mexico we have several provisions updated in 2015, in the Political Constitution regarding the fight against corruption, such as the creation of the National Anticorruption System in Article 113 of the Constitution, which has established a broad legal framework based on the General Law of the National Anticorruption System, the General Law of Administrative Responsibilities, the Organic Law of the Federal Court of Administrative Justice, the Federal Law for the Prevention and Identification of Operations with Resources of Illicit Proceeds and its secondary regulation, among others. We seek to strengthen actions to combat corruption and impunity in the administrative field, in strict compliance with the General Law of Administrative Responsibilities, as well as the General Law of the National Anticorruption System, through quarterly compliance and monitoring of the National Program to Combat Corruption.

We are in the process of updating our processes where we will establish policies in order to promptly establish that all activities carried out in MCNO are subject to the principles of integrity, independence, confidentiality and technical and professional competence.





# FORWARD-LOOKING STATEMENTS

This press release contains forward-looking information within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1993 and Section 21E of the Securities Exchange Act of 1934 and is subject to the safe harbor created by those laws. These forward-looking statements are based upon a number of assumptions and estimates that are subject to significant uncertainties that involve known and unknown risks, many of which are beyond our control and are not guarantees of future performance. Actual outcomes and results could materially differ from what is expressed, implied, or forecasted in any such forward-looking statements and any such difference may be caused by risk factors listed from time to time in the Company's news releases and/or its filings with the OTC Bulletin Board or as a result of other factors.

**OUR ONLY OFFICIAL MEANS OF CONTACT ARE THOSE MENTIONED IN THIS DOCUMENT.**

**TO CONTACT US PLEASE VERIFY THAT THEY ARE THE OFFICIAL MEANS OF FACEBOOK, LINKEDIN, TWITTER OR EMAIL.**





## QUESTIONS? CONTACT US.

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