

Pluralities Booklet



nexa

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About the booklet

Plurality is one of Nexa's strategic pillars and is part of its culture. We believe that being a company committed to actions that promote an environment of opportunities, recognition and welcoming is a driver for the business and a commitment to society.

At Nexa, we pursue to integrate mining into an ever-changing world, contributing to sustainable development. As such, we genuinely generate value in all the territories where we operate and develop careers with respect for plurality.

Guided by this purpose, we work to enhance an increasingly plural and inclusive work environment, promoting representativeness in our Company.

This booklet was created to help our teams from all areas to better understand plurality. Moreover, it will be a reference for everyone, with guidelines on how to act when facing a situation of prejudice, whether at work or in other spaces, regardless of the type of discrimination, so that we can foster and boost a culture of ethics and respect inside and outside the Company.

We know that knowledge is a great tool to transform our behaviors. This is a best practices guide on these topics, created to strengthen this plural atmosphere throughout Nexa.

Read, share and help strengthen this important dialogue.

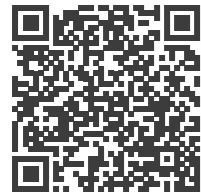
Have a good read!



Plurality is not fashion!

In recent years, the agenda of plurality has taken up different artistic, educational, and corporate spaces. Capital markets and stock exchanges –all over the world– are also concerned about the issue. This popularity often gives us the impression that this is just another "hot topic".

However, the truth is that plurality has always been present in the world. Therefore, it is not something that can be seen as "just another trend", but rather as a natural and essential feature of life on our planet.



"We are many, we are diverse": watch this video to get our conversation started!



If we pay attention to the world, and analyze the variety of people, languages, skin colors, types of housing, climate, vegetation, food, and religions that exist in it, we realize that diversity is something very natural. Our society is made up of different people, with infinite particularities and affinities.

Plurality is not a trend or something that concerns only a specific group. It is about all of us!

To start our awareness journey about plurality, the first step is to understand that humanity is diverse, but that unfortunately some groups experience violence, are oppressed, and that around the planet not all people have access to the same opportunities and rights.

That is why, more and more, **the diversity theme has been the focus of broad discussions and actions for positive transformations in our society.** These initiatives are particularly important, because they help make the world a fairer place, with less prejudice and discrimination.

Prejudice and discrimination

Do you know the difference between prejudice and discrimination?

Prejudice:



Hello, nice to meet you! My name is Jorge.

Wow! A PWD? Who hired him? The work in the mine is heavy. He won't be able to handle it, I'll have to work for two.



Discrimination:

Jorge, honestly, I don't think you can be on my team.

But, I have just been hired!



I need someone fast and experienced! I will tell them to transfer you to the corporate office, it is better for you there!

The truth:

Jorge is a mining engineer, has years of experience in the area, is very responsive, and was once a paralympics athlete in track and field.



The problem:

- 1 The company lost a professional specialist for that sector.
- 2 The team leader lost the opportunity to work with and learn from him.
- 3 This attitude took away from Jorge the right to have a job in his field of training and to fully utilize his potential.

- **Prejudice:** A **way of thinking** where an opinion is formed about something regardless of the person's in-depth knowledge of the subject. **It is a judgment, a suspicion.**
- **Discrimination:** It is a **behavior**; it refers to the derogatory treatment of some people. It is the act of segregating and **treating someone differently, in a bad and negative way, based on prejudice.**

The cartoon demonstrated to us that, although society is diverse, we still have many prejudices, and are driven by them to discriminate against people who are different from us.

Do you consider yourself a prejudiced person?



Watch the video "Hard Truths" to further reflect on this.

Why are we prejudiced?

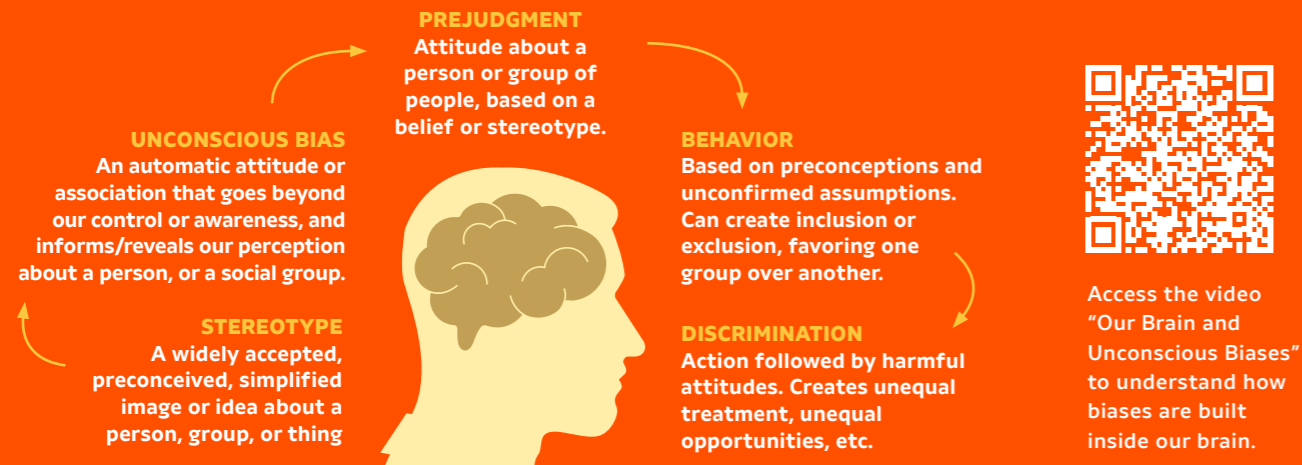
A particularly important step in better dealing with plurality, and transforming our society, is to admit that **we all have prejudices.**

But why are we like that?

Neuroscience explains this through the concept of unconscious biases (automatic thoughts that lead us to have automatic attitudes). Our brain creates biases to make processes easier, categorizing things and experiences in pre-established patterns, classifying everything we see and experience as "good" or "bad".

Throughout our development, we are bombarded by a variety of information in the family, at school, in religious places, and in the media. From then on, we build up biases.

The big problem is that our brain works this way to help us. But when we relate in society, we often encounter people who are different from us, and we create "automatic" opinions about things that we don't know, or that we have never thought deeply about. This can lead us to a dangerous place. **Based on pre-conceptions, we often take attitudes that we do not question.**



However, from the moment we are willing to deconstruct our prejudices and transform our biases, **we can fight our discriminatory attitudes.**



How can we transform this reality?

To build this journey, we need to be open to learn, change, look with empathy, and reinvent our way of being and relating.

Empathy: is to put yourself in the other person's shoes, think about how they feel in a certain situation, and act in the best possible way so that they feel good.

We know that it is not always possible to put ourselves fully in the shoes of another person, because their reality may be quite different from ours. But it is always important to keep in mind the following expression:



Treat the other as you would like to be **Treated.**

Have you ever heard of Representativity?

Representativity is looking at the world and seeing good examples of people who look like you. It is important so that we don't feel excluded, it helps us to have self-confidence and to believe that we can build many trajectories.

If the **things we don't see are as if they don't exist**, if you are part of a group that is subjected to prejudice and discrimination, knowing that there are places where there is plurality pushes you to believe that you can be everywhere!

At the age of 6, Maria dreamed of becoming an engineer, like her father.



However, since she had never seen a woman in this job before, she thought there was something wrong with her dream.

One day, her father took her to his work...



There she met a very intelligent engineer and was delighted!

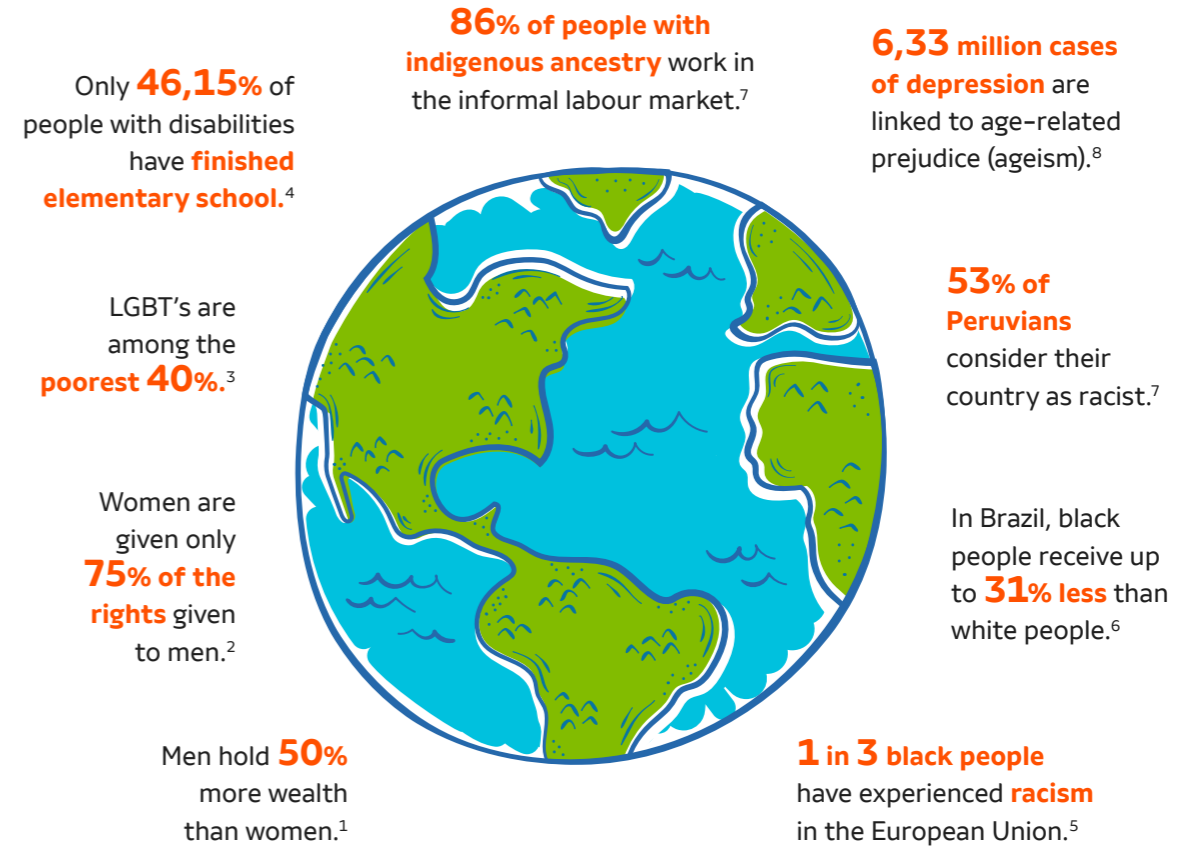
Nowadays Maria is an engineer.



She believes she can inspire a generation, and open new paths in her field.

What does the world we want look like?

Supporting plurality and fostering representativity is much more than an individual initiative about respect. Building plural spaces is about repairing inequality in the world and integrating the society's demands.



¹ OXFAM, 2020

² Woman, Business and the Law, de 2022

³ World Bank

⁴ World Report on Disability

⁵ Encuesta Nacional, 2018 e European Union Fundamental Rights (FRA)

⁶ PNAD, IBGE, 2020.

⁷ Ministry of Culture of Peru

⁸ WHO



The data around the globe show that, in our society, many people do not have access to basic rights such as education, decent jobs, fair income, freedom to come and go, health, and welfare, creating a world scenario of **INEQUALITY**.

By supporting inclusion, you foster a more respectful society and collaborate so that all people can live better lives with guaranteed rights.






Moreover, by **fighting exclusion supporting plurality**, we can see and interact with different people in all professional spaces and positions, which helps us to break prejudices and positively transforms our reality.

But, who needs inclusion? People who are excluded in our society. As we have seen in the data, women, people with disabilities, the LGBTQIA+ Community, groups of a certain age group, black people, and people with indigenous ancestry are in an unequal situation compared to white people, men, people without disabilities, and people who are not LGBTQIA+. Therefore, they need to be included.

They belong to what we call **minority groups**. It is worth pointing out that in some places in the world they are not a minority in quantity, but globally they share the same problem: **they have had their value diminished within society and, with that, access to rights denied.**

How do we identify the exclusion of these groups in the work environment?

Prejudice and discrimination at work also contribute to inequality!

WHAT HAPPENS	NEGATIVE CONSEQUENCES
 <p>Team managers based on prejudice do not hire black or LGBT people for high positions.</p>	<p>By ignoring their professional potential, managers take away their right to work and spread discrimination.</p>
 <p>After maternity leave, many women have no support in returning to work.</p>	<p>For this reason, they give up their careers to take care of their children, which is not the case for most men when they are fathers.</p>
 <p>Elderly people, who have dedicated years of their lives to a company, are labeled as "outdated" and easily dismissed.</p>	<p>Their vast experience is not recognized by their peers, and they are unable to find a new position in the market.</p>
 <p>Young people do not have their opinions respected and have no say in their teams.</p>	<p>Then they become demotivated, don't get involved in their work, and don't truly commit to their teams.</p>
 <p>A person with a disability joins a team, but the company does not guarantee full accessibility, and his/her colleagues devalue his/her skills.</p>	<p>Therefore, she cannot perform her function properly, is not valued, and has no career progression, something that people with no disabilities can fully access.</p>

If the best jobs, wages, and benefits are directed only to a portion of the population, this creates a social **problem**, because those who earn less have access to and consume the basics, and those who earn more enjoy several privileges.

This reality will only be transformed with **EQUITY**.

For society to be less unequal, with better quality of life standards in all its areas, we need to ensure **equity in access to opportunities** for everyone.

Do you know the difference between equity and equality?

Equality



EQUALITY is providing the same, equal resources, even though people have different needs, resulting in many not being able to reach their full potential.

Equity



EQUITY is about creating tools and solutions specific to different people and their needs and possibilities, eliminating limiting factors so that everyone has the same opportunity.

The principle of equality understands that we cannot treat equally those who come from unequal situations. For inclusion to be effective, we need to have empathy and understanding. It is necessary to understand each group' and each specific person's needs, and to create opportunities for everyone to develop equally.



But what about in reality?

For example, if there is a selection process geared only for women in your sector, and redefinition of some company policies to meet specific demands of the female public, it is important that you recognize that this is an initiative to promote **gender equity at work**. By means of these initiatives, we increase the number of women on the teams, support their permanence and professional development, and promote access to income for this group, which is in an unequal condition.

When we develop actions to offer growth possibilities to **all people**, we help to make the world a fairer place!

In light of this, global movements have begun to question the private sector with the following provocation: "What is the companies' role in fighting inequality?".

From these questions **AFFIRMATIVE ACTIONS** arose.



Affirmative Actions, Strategies for Diversity and Inclusion

To transform society's unequal scenario, initiatives have been created to guarantee access to opportunities for groups that experience exclusion.

Have you ever given any thought to:

HOW MANY?

Women are in politics?

Black people hold high positions in major companies?

People with disabilities have formal employment?

LGBT people are in prestigious spaces?

Affirmative Actions were created to change that!

These actions are strategically built to **increase minority groups' representativity** in spaces where they are excluded, and to improve the proportionality of these people in prestigious and recognized positions.

What are affirmative actions?



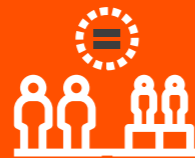
REMEDIATIVE
Measures

A social problem needs to be corrected, "repaired".



which seek **PROPORCIONALITY** and balance in society

To correct the unequal scenario in society.



through **EQUAL TREATMENT**

With specific solutions, according to the barriers faced.



to people belonging to **MINORITY** groups

To include those groups of people who have historically been disadvantaged.



Companies have an important role to play in driving transformations. With affirmative actions, they are able to influence society as a whole, and contribute to a more equal and less exclusionary development model.

Furthermore, we know that companies are made up of people. So, it is important that you get this insight into your role on a daily basis, to promote a healthy and safe work environment for EVERYONE!

Have you ever thought how positive it is to work with diverse people, with different ways of thinking? Plural teams help us implement new models of action to face day-to-day challenges. Therefore, when we support plurality, we also boost innovation. Additionally, people who feel respected, safe and welcomed at work perform better, which positively affects not only their team, but the company as a whole!

Nexa, integrated to the world's constant changes, to the global trends and with its commitment to society, fosters **PLURALITY** as a strategic driver that you will get to know next!

Plurality at Nexa

We believe that mining can, and should, become a more pluralistic environment. Our role is to build actions for a diverse organizational culture, based on respect and on ensuring opportunities for all people.

This is one of Nexa's strategic pillars, which guides our actions to foster diversity and inclusion in our Organization. Here, we value the multiplicity of ideas, backgrounds, races, ethnicities, genders, professionals with disabilities and promote a collaborative work environment, so that everyone feels valued, has an active voice and decision-making power.

Our global operation makes plurality intrinsic to our culture.



Plurality is connected to Nexa's ESG strategy. It is one of the priority themes for our business sustaining and evolution. Through it, we create positive impacts on our results, and on society. To this end, we are guided by three motivators:

The effective construction of an increasingly plural environment at Nexa began in 2019, strengthened by the Nexa Way, from an internal plurality diagnosis in which we defined a strategic plan to advance - increasingly - in the theme.



FOR THE INDIVIDUAL
An inclusive environment with emotional safety encourages creativity, a sense of belonging, and innovation.



FOR THE COMPANY
Plurality is a strategic pillar that expands our teams' potentials and multiplies our business results.



FOR SOCIETY
Our practices and results contribute to making society more ethical, humane, and equal.



DO YOU KNOW WHAT ESG IS?
Click here and watch the video to understand more about this topic.



Through plurality, we aim to break barriers and transform our industry, doing it our way to make a difference!

To build the mining of the future, we are aligned with global tendencies, focused on ensuring a more equal society for future generations.



Since 2017, we have been a signatory to the Global Compact, a United Nations (UN) initiative that engages companies, worldwide, to align their operations with universal principles of human rights, labor relations, the environment, and anti-corruption, themes that connect directly to plurality.

We operate in countries with different realities. That is why being part of global alliances is crucial to guide Nexa's practices, with a universal approach. Irrespective of the geographical location of the operation where you operate, all the principles covered in this learning trail must be followed.

Besides this booklet and the commitments, we have undertaken, we also have our [Code of Conduct](#), which guides our relationships.



Have you heard about Agenda 2030 and the Sustainable Development Goals?



Watch our video to learn more!

Our Code of Conduct

The right way to reflect our culture!

The Code is a guide for all Nexa's employees, partners and stakeholders, inspired by our culture and commitment to ethics, integrity, human rights, diversity and social and environmental responsibility, so that our teams operate to the highest conduct standards.

Among the concepts addressed in the Code, there are a number of premises about Plurality, namely:

- Respect for **HUMAN RIGHTS**;
- **PLURALITY** to foster representativeness and inclusion at Nexa;
- Zero tolerance for **HARASSMENT** of any kind.

No prejudice or discrimination of any kind is tolerated at Nexa. Any misconduct, violation or failure to comply with these principles will be taken seriously and appropriate measures will be taken.

However, for us, the most important thing in this dialogue about inclusion and diversity is that **Plurality is vital for innovation, responsibility, and value generation in the company. Therefore, it must be valued and fostered by everyone.**

We believe in and practice respect for people and have no doubt that our attitudes and behaviors have the power to influence and encourage ethical practices in both professional and personal environments.

Be an ally of Plurality at Nexa and spread this culture among your colleagues!



Did you know that Nexa has a **CONDUCT COMMITTEE**?

The Committee is an executive body composed of Nexa's CEO, the CFO and the Compliance, Legal, Human Resources, Internal Audit departments, among others, when necessary. It promotes the dissemination of the Code of Conduct, supervises the implementation of applicable disciplinary measures, and ensures the ethical culture in all our businesses.

Have you experienced or witnessed any behavior that violates nexa's code of conduct?

ACCESS THE ETHICS LINE!

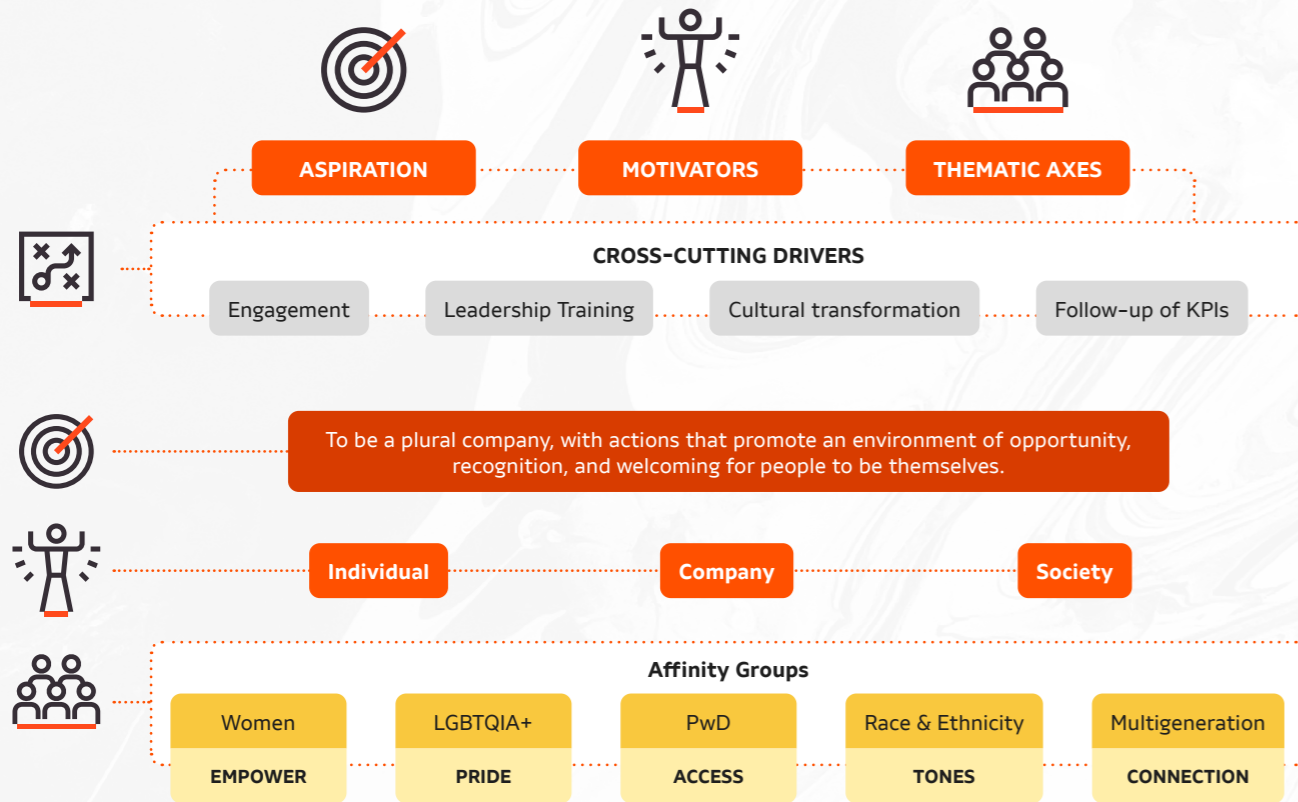
This is our channel for reporting violations of the Code of Conduct. All occurrences registered in the Ethics Line are analyzed by a qualified external entity, to ensure impartiality, transparency and confidentiality of the reports. The channel is available by phone or on our website, in Portuguese, English, Spanish and French (the latter only by phone). Access: shorturl.at/fyY89

Plurality strategy

Much more than an important theme for Nexa's culture, **Plurality is part of the Company's strategic planning**. We have a well-structured Plurality Strategy to improve our market positioning and business sustainability.

The way the strategy is organized will be presented as follows:

Nexa's Plurality strategy



Plurality is linked to ESG Strategy, People Management and Business Performance on the following fronts: **Reputation and Attraction; Culture and Engagement; Productivity and Results.**



Plurality Nexa

Integrity, Leadership, and Commitment

You may be asking yourself "How does Nexa ensure the effectiveness of this strategy in practice?" The answer is: the Company has a Governance structure that guarantees the theme's progress in the short, medium and long term.

We have an **Executive Committee**, consisting of the CEO and the Management Board, which meets on a quarterly basis. A **Plurality Committee** - with monthly meetings - comprised of the Human and Organizational Development area (DHO), the strategic areas and representatives of the Affinity Groups.

All of them have the purpose of coordinating the implementation of actions aimed at promoting plurality in a crosscutting and seamless way, generating impact in all our units.

To bring employees closer to these values, and to enhance the plural culture at Nexa, the **Affinity Groups** are the key to this transformation.

Affinity Groups

What are they? How are they organized?

What are their purposes?

Nexa has **five affinity groups**, made up of volunteer employees, who work on plurality issues in the Company.

They are in charge of **inclusion and awareness actions, engagement, relationships with universities and forums, event organization, partnerships with NGOs, and market best practices research.**

Our Affinity Groups are divided as follows:



Access the QR Code to better understand about these groups.

Commitments and acknowledgements

To maximize our actions, we have signed global commitments that help guide the Affinity Groups' work and the strategic direction of Plurality at Nexa, with highlights to:



- Women In Mining (WIM Brazil and WIM Peru) – letter of commitment to the movement to broaden and strengthen women's participation in the mining sector (learn more on page 32);
- Women on Board (WOB) Seal – recognition for the presence of women on our Board of Directors (learn more on page 32);
- Business and LGBTI+ Rights Forum – we signed the adhesion letter and the 10 commitments of the Forum for inclusion and defense of community and human rights (learn more on page 71);
- Pride Connection – In Peru, we are part of a network of organizations that promote inclusive work environments for the LGBTQIA+ community in the country (learn more on page 71);
- Plural Talents Program – Nexa's initiative to promote opportunities and professional growth for people with disabilities (learn more on page 60);



But for all of this to become a reality in our daily lives, everyone must be engaged in Plurality. In the following pages, you will be able to better understand the reality of each of these groups in our society and learn **how to be an ally of Plurality at Nexa!**

MINORITY GROUPS

Next, you will learn a little more about each minority group that is a priority for Nexa's Plurality strategy and what we have done to promote the inclusion of these people.



Women



Race & Ethnicity



PwD



LGBTQIA+

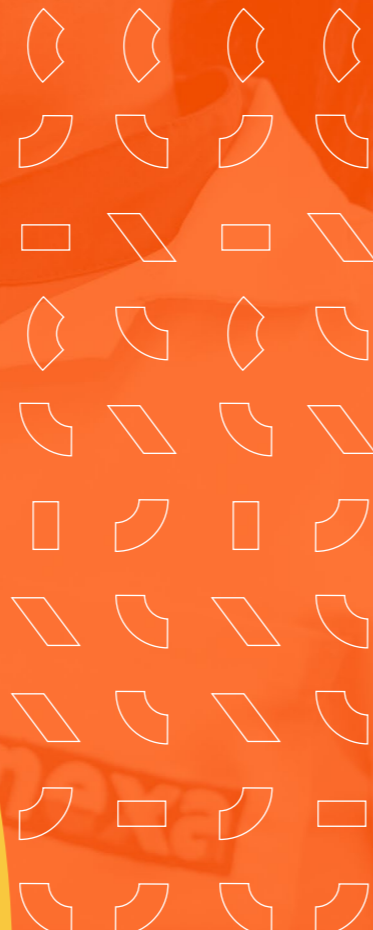


Multigeneration

EMPOWER

Women

Despite all the advances in our society, and the conquering of rights, in some countries women are still in an unequal scenario.



The relations between men and women have been hierarchized in our society. Our world is divided between "men's things" and "women's things", with different value and importance assigned to each of them.



All these phrases are the result of machismo, something very present in our daily lives.

These expressions are quite common, but they **delegitimize women's professional competence**, show an attempt to **control their body** (how they dress) and personality, **deny women's ability to perform the jobs** that men do, and therefore, place women in a lesser position.

What is machismo? It is the prejudice (opinions and attitudes) contrary to equal rights between genders, favoring the male gender. It is the expression of a masculinity that devalues and feels superior to the feminine.

This behavior has serious consequences for society. That's why we say that **machismo is structural**: throughout history, people of the masculine gender have filled the decision-making spaces, oppressed and subjugated the feminine, creating inequality.



Watch the video about structural machismo.

Gender inequality in the world



75% of unpaid care work is done by women and girls.¹

Equivalent to **US\$ 10 trillion** in contribution to the global economy.¹



The **22** richest men in the world own more wealth than all the women in Africa.¹



Only **18%** of government ministers and **24%** of the world's parliamentarians are women.¹



1 in **3** women worldwide is subjected to violence.²

This is a global problem that needs to be fixed!

¹ Source: Oxfam, 2020

² Source: OMS, 2020

The picture shows the imbalance between women's condition in the world. They have less access to income than men, have a double workday (besides working outside, they take care of the house chores and children mostly alone), are a minority in positions of power, and still suffer violence both at home and

in public spaces (in public transportation, on the streets, in places of leisure).

For our society to be fair, and for women to have the same living conditions as men, we need to promote actions to transform this reality!

Why is empowering women so important?

To empower is to give power to a person or a group. We have seen, so far, that women are denied a series of rights and social accesses. If we promote actions for the empowerment of women, fighting discrimination, we will be able to insert them in prestigious spaces and make our society more equal.

A good way to do this is to ensure access to work. We know that it is through work that people thrive and achieve good quality of life standards. **But are women in a favorable situation?**

Analyzing the data, we realize that they are not. Even though decent work and fair wages are a universal right - women are in an unequal condition in relation to men when it comes to access to income.

That is why we need to create actions so that they are recognized, valued, and have participation in all leadership and decision making spaces.

But if women experience harassment and have their value diminished (especially if they are black, transgender or indigenous), for proper inclusion, **besides empowering them, we need to transform our attitudes.**

Gender inequality at work

Women's reality



Luxembourg

59% are in paid employment, **13% less** than the male percentage¹.



Brazil

earn **20.5% less** than men².



Peru

65% of the economically active are underemployed³.

¹ Source: Organization for Economic Cooperation and Development (OCDE)

² Source: Continuous National Household Sample Survey (PNAD), released by IBGE

³ Source: Encuesta Nacional de Hogares sobre Condiciones de Vida y Pobreza (INEI), de 2020.

A good way to do that is to encourage:

An empathetic attitude towards the female universe:

don't make "jokes" that devalue women. Respect pregnant women: bringing a life into the world is something profoundly serious that needs to be supported, valued.

Critical stance towards inequality to fight

discrimination: if someone tells you that you have had a sexist attitude, be empathetic, listen, and rethink your attitudes. If someone questions or devalues the projects aimed at female empowerment, take a stand! Remember the inequality data, be an ally of this agenda and disseminate this knowledge.

Guaranteed opportunities: help build plural teams, support and respect female co-workers. | Consider and admire female leaders.

Safety and an end to violence in all its forms: support women in reporting any harassment | respect people's bodies; no one has the right to touch another person unless they ask for it, or unless they give their full permission.



FEMINISM IS THE OPPOSITE OF MACHISMO?

This questioning is quite common, but **feminism is not a form of oppression**, so it is not the opposite of machismo. Feminism does not pursue the supremacy of women over men, but rather equality between genders, so that everyone can have access to the same rights and opportunities. Feminism is a **social movement that fights against gender violence and the oppression of women**, it has made and makes women conquer many rights that were previously denied to them.

In this video, you will understand in practice why feminism and machismo are not the same thing!



[Click here to watch.](#)



Make a difference with small actions!

How do companies support the inclusion of women in the labor market?

To increase female representation, companies implement affirmative actions that support **women's professional development and retention at work**. Below you can see some examples:

IMPORTANT AXES FOR AFFIRMATIVE ACTION FOR WOMEN

 <p>MATERNITY</p> <p>Licenses Specific benefits Breastfeeding room</p>	 <p>LEADERSHIP</p> <p>Career development programs (representativeness targets)</p>
 <p>REPRESENTATIVENESS</p> <p>Inclusion of black, indigenous, trans and PwD women</p>	 <p>SAFETY</p> <p>Reporting channel Support</p>

These actions only become effective if the company has clear policies, established goals, and if employees support and engage in this idea!

Como a NEXA apoia as suas colaboradoras?

We are part of a sector with little female representation. Therefore, we have made commitments to transform this reality.

Besides promoting continuous improvements in the physical spaces destined to women, such as dormitories, dressing rooms and restrooms, ensuring their well-being and safety, we carry out actions to empower our female employees, such as:



MATERNITY

- ▶ **Year 2022 Review of the Maternity Leave Policy**
- ▶ **6 months of leave**
- ▶ **4 full months + 4 part-time months**
- ▶ **4 lactation rooms**
Units: Três Marias, Cerro Lindo, Cerro Pasco and Cajamarquilla
- ▶ **Implementation of paternity leave under feasibility analysis**
- ▶ **Day care assistance** Units: Três Marias, Vazante, Corporativo SP, Morro Agudo, Juiz de Fora, Aripuanã. Consult the DHO for the condition in your unit.



LEADERSHIP

- ▶ **1st mining company in Brazil to sign the Women in Mining commitment letter.**
- ▶ We have the Women on Board (WOB) Seal for the presence of women on the Board of Directors.
- ▶ Participation of Nexa's black female employees in the "Career Accelerator" program of the Women's Group of Brazil, to develop these leaderships.
- ▶ Development of actions in Local Communities where we operate to foster local hiring, educational projects, and support networks for women in the region.



REPRESENTATIVENESS

- ▶ Workshops to discuss topics that raise the awareness level about women's history.
- ▶ Initiative "Breaking Taboos" - conversation rounds about sensitive themes to deconstruct our prejudices.
- ▶ Social media actions for Reputation and Talent Attraction with our affirmative actions for hiring and educating women with a focus on mining and leadership.
- ▶ Commitment to inclusion and the goal of achieving 35% female professionals globally by 2030.



SAFETY

- ▶ Respect for plurality is foreseen in Nexa's Code of Conduct. We have an investigation process for the reporting channel and our analysis team has a female view to support the investigation of the cases.
- ▶ We have a Harassment Committee in Peru focused on providing support to women should they need assistance in this regard.

What is your role?

To make a difference, besides including, we need to respect!

Therefore, it is especially important that all our employees align their behavior and attitudes with our purpose.

You play a key role in this transformation!

As we have seen, machismo is structural, and it is inside all people in some way. So be sure to think long and hard before you act and try to multiply these teachings at work and in life.

By following these tips, abandoning some attitudes, you will become an ally of Empower at Nexa, and support gender equality in society:



IS THERE A LIMIT TO KINDNESS?

The answer is yes! Often, before even asking if a woman needs help, men judge that she cannot do a certain task on her own, taking charge of the situation. This attitude nullifies autonomy, the power of decision, and undermines a woman's ability to accomplish a task. In order to have equality, **we need partnership, cooperation, respect, and teamwork**. We can be proactive and helpful, without invading the other person's space. The **right thing to do is to ask first**, showing your **willingness to cooperate**.



"MAN EXPLAINING AND INTERRUPTING"

It is common for men to try to explain to a woman something about which she has already demonstrated knowledge. Many have the habit of interrupting women while they are talking, taking over the speech, because they think they have more knowledge than the woman. **These behaviors depreciate her knowledge, diminish self-confidence, and disrespect women's access to a place of speech**. So, **do not interrupt a woman**, and at the end, **only complement what she says if you really have something relevant to say**.



IS EVERYTHING MACHISMO NOWADAYS?

As we learned in this chapter, **machismo is structural**. Our society was built with these standards and so, unfortunately, it is very present in the way we think, act and judge. Being aware of this, we must have **empathy** and, if some attitude of ours offends someone, we need to **reflect about it, instead of denying that our problems exist**.



NO MORE HARASSMENT!

One of the major difficulties women face when staying in public spaces is **daily violence**, ranging from a whistle or gesture to physical abuse. **Raising your voice** to intimidate a woman and undervalue what she is saying is also harassment. **We need to stop these practices and report them!**



WE ARE ALL WOMEN

Respect women's gender identity, whether they are cisgender or transgender, they are all women, they deserve respect and need their rights guaranteed!

(More on this topic on page 63)



WE ARE NOT A JOKE!

Don't repeat and don't admit to being told phrases that ridicule women and belittle them, just because they are female. If you hear this kind of thing, **say "that's not funny"**, or pretend not to understand: **"I didn't understand what you meant by that, to me that's not funny and doesn't make sense"**.

Change your behavior, apply these actions in your daily life, abandon attitudes that disrespect women, support this transformation at Nexa.

| **What is the role of men in this matter?**

Society is diverse, all the people who are part of it have a key role in promoting gender equality!



Watch the video to understand!

EMPOWER YOURSELF!

At Nexa, Empower is one of the major responsible for the engagement of all teams in the themes related to female empowerment.

With work fronts in the areas of:

Maternity | Safe Work Environment (physical and psychological) | Gender Inclusion Signs and Symbols | Supplier Diversity | Women in Communities | Talent Development for the Future.

Participation in the group is voluntary!
Do you want to be part of it and help us on this journey?

Get in touch:
empodera@nexaresources.com



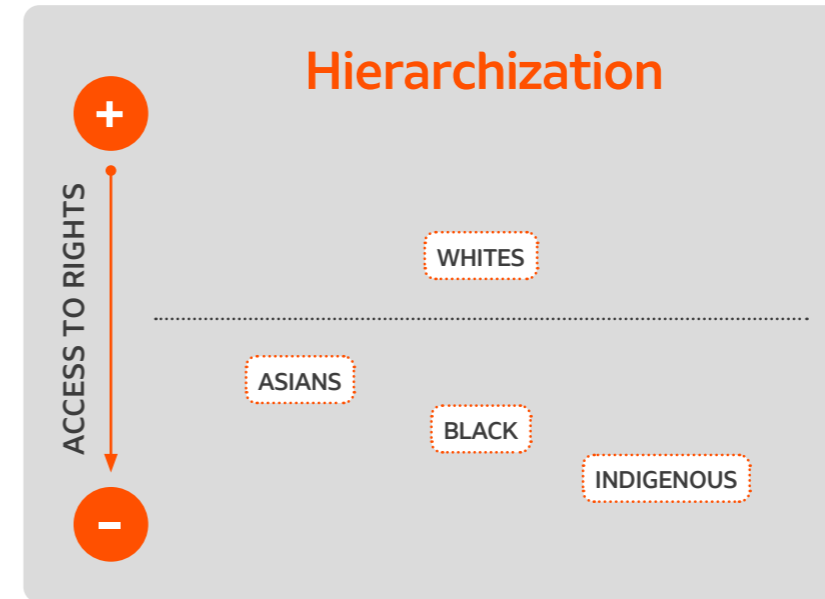
TONE S

Race and Ethnicity

Discrimination against people because of their skin color or physical features is a serious problem in our society. To counter it, we need to deconstruct our prejudices and create actions that transform this reality.

tonalidades

Throughout history, our society was also built with a "hierarchy among the races" and human beings were classified according to their racial belonging into:



This division gave privileges (different treatment and power) to some, and few rights to others. This unequal treatment gave rise to **RACISM**.



To fight racism, we need to transform within us the idea that "one person is more than the other" or "is above the other".

Racism is a series of prejudices, beliefs, and practices that devalue, dehumanize, and hurt the dignity of people identified as belonging to minority races (blacks, Asians, and indigenous people).

Did you know that RACE does not exist?

Current studies prove that **genetically there are no human races**. We are all human beings, with different physical features, but we have no biological differences that define distinct races among us. But our society was conceived and people were segregated based on this belief.

This is why we say that race is a socially constructed concept. As we have not yet found other terms to refer to the diversity of colors and traits among human beings, we still use ethnic-racial terms and the word race to address this issue.



Watch here, the video with a biologist's explanation on this subject.



NEXA, A PLURAL AND MULTINATIONAL COMPANY

Addressing racial issues at Nexa is a challenge, in each region where we operate we face different realities in relation to this issue. However, the main reason for this chapter is to show that racism generates a lot of inequality in the world, which is why it needs to be fought in all its forms. When we talk about the specific regional reality of some minority ethnic group, we do not lessen the importance of oppression suffered by others; when we talk about the racism faced by black people, we do not fail to recognize the racism suffered by the descendants of indigenous people and vice-versa, as well as by Asians.

We need to talk about racism!

Racism is not just an individual attitude ((if you discriminate or disrespect someone you are a racist). It is a system of oppression, which is present in the way we think, treat, respect, and give, or not, an opportunity to a certain person. That is why we use the term:

STRUCTURAL



Racism has also structured our society, leaving groups of people, from certain regions and physical characteristics, excluded from spaces of power, from access to basic rights, and in lower conditions of quality of life and well-being.



To learn more about this topic, watch: ["What is structural racism?"](#)

The following data help clarify this reality.

Racial inequality in figures



Luxembourg

47% of blacks have experienced racism when **looking for a job**, and **28%** have been **discriminated against** when **accessing housing**.¹



Brazil

The wage gap between blacks and whites is **45%**. **Black women** earn **42% less** than **white women**.³
49% of indigenous people belong to the **5th poorest part of the population**.²



Peru

Over **50%** feel **discriminated** and **28%** identified the **skin color as the cause**.⁶
10% of the indigenous population **has no access to education**.⁵
On average **30% of indigenous households** have no electricity.⁴

¹ Source: Fundamental Rights Agency of the European Union (FRA)

² Source: Economic Commission for Latin America and the Caribbean (CEPAL)

³ Source: PNAD (IBGE), 2020

⁴ Source: Ministry of Culture of Peru (Database of Indigenous and Original Peoples)

⁵ Source: Encuesta Nacional de Hogares, 2018

Our development model has excluded a number of people (according to skin color and geographical origin) from access to fair employment, decent housing, education, and well-living. **To change this, it is necessary to put an end to racism and respect all people, regardless of their origin or skin color.**

Have you ever thought about what happens emotionally to a person when he/she is the target of prejudice and discrimination, and how this affects his/her socialization?

Exclusion affects people's mental health, quality of life, and self-confidence.

Because it is something strong in our habits, but not always so visible, **it is not easy to identify racism within us.** Therefore, we need to make a continuous exercise to understand this reality, pay attention and rethink our actions.

Beyond individual transformations, we need to know that by engaging in racism we break laws!



Have you ever heard of

REV
ERSE
RAC
ISM?

Some white people, when they feel offended by black people, say that they have experienced "reverse racism" or that "black people are committing racism against white people." **But racism is a historical crime** related to oppressing people considered to be of inferior races. African, indigenous, and Asian people have been violated in several ways for centuries, and this leads to consequences of exclusion and

discrimination in our society to the present day. This historical violence did not happen to white people. Furthermore, black and indigenous people do not have social privileges to the extent that they exclude white people from accessing basic rights.

So, **if you are white, you may have experienced discrimination, insult or prejudice, but never reverse racism.**

INDIGENOUS AND MESTIZO POPULATION IN PERU

Peru has an enormous cultural diversity and is made up of 55 indigenous peoples who account for 25% of the population¹, speak 48 languages, and have different worldviews and customs.

This is an important part of the Peruvian people, but there is still a long way to go so that their rights and traditions are respected.

This happens because of racism... More than half² of Peruvians feel discriminated against, and 59% perceive that the Quechua and Aymara population is prejudiced for their way of speaking, dress and language. Many people end up softening accents or even forgetting their native language and find it difficult to affirm their indigenous ancestry to avoid being targets of prejudice.

To change this reality, it is important not to contribute to the culture of discrimination against indigenous Peruvian people, their descendants, and mestizo people. **Be an ally in building an environment where everyone feels comfortable to express their origin and culture!**



Learn more about Peru's indigenous population in this video.

¹ Database of Indigenous and Original Peoples, Ministry of Culture of Peru.
² Perceptions and Attitudes on Cultural Diversity National Survey, Ministry of Culture of Peru.

WHAT DO LEGISLATIONS STATE REGARDING RACISM?



Brazil

Many people don't know, but in Brazil racism is a non-bailable crime, regulated by law number 7716. This law was created to promote the welfare of all, to punish prejudice based on race, origin, gender, color, age and any other form of discrimination. The legally prescribed penalties can reach up to five years in prison.



Peru

In Peru, acts of discrimination are a crime, according to article 323 of the Penal Code. It states that people who incite or encourage discriminatory acts in public, for reasons of race, language, ethnic and cultural identity, dress, among others, can face imprisonment for two to three years or community service for 60 to 120 days.



European Union

The Charter of Fundamental Rights of the European Union brings together basic human rights rules, among them the right not to be discriminated against on the basis of race, ethnic or social origin, and other grounds.

EU countries must ensure that victims of racist crime get appropriate reparation and support. They can do this by applying the guiding principles relating to hate crime and victim support agreed by the EU High Level Group on Fighting Racism, Xenophobia and other forms of intolerance.

It is important to know that in the daily routine, within Nexa or anywhere else, as well as the other laws, these must also be complied with.

What can companies do to promote racial equality?

Looking at the labor market in general, have you ever wondered **how many people of indigenous descent are in the senior leadership of large**

companies? How many **Asian, Black, and Indigenous women** are in **strategic positions** or in a **prominent position?**

They are very rare, aren't they? **This reality will only change with access to opportunity!**

For this reason, companies engaged in fostering a more just world have outlined strategies to transform this scenario, implementing actions on the fronts of:

IMPORTANT AXES FOR AFFIRMATIVE ACTIONS AIMED AT RACIAL EQUITY



EMPLOYABILITY

- Hiring
- Supply chain led by people from groups that experience racism



SPECIFIC TRAINEE

- Trainee development programs
- Gender screening of the program
- Mentoring



RACIAL COMMITMENT

- Strategic goals for leadership representation
- Career acceleration program
- Public commitments



RAISING AWARENESS

- Engagement for racism eradication
- Affinity group strengthening
- Corporate education

For these actions to be effective it is not enough not to be racist, we all need to be anti-racist!

If people of indigenous, black, or Asian ancestry are your co-workers, in addition to respecting them, **do not tolerate any comments that try to reduce their value.**



Affirmative action is not a favor! Watch the video and understand why.

How does NEXA support racial/ethnic issues?

Our multinational operation brings challenges in dealing with this issue; however, the **most important thing for you, as an employee, is to understand your role!**

To move forward on the issue of ethnic-racial relations, we need you to be an ally, committed to reducing conflicts and creating connections!

In this respect, we already have some initiatives both to engage our teams and to empower our black female employees, along the following axes:



Employability

Joining the Career Accelerator, of the Women's Group Brazil, to promote the training and **development of 10 black women in the corporate environment.**



Raising awareness

Nexa's Tones Booklet, a practical guide aimed at all employees, on racial issues to guide our teams' attitudes.



Racial commitment

Tones, we have an affinity group to guide Nexa's actions in promoting racial equity.

What is your role?

If we change our attitudes and put aside certain types of behavior, we will be able to fight racism with an inclusive and respectful attitude.

Racism is structural. To fight it, we need to be alert daily!

You need to sever any thinking that leads you to believe that because of a person's color or ancestry, someone may discriminate against him or her.

The following are **some quite common situations in race/ethnic relations that need to be reviewed.** If you have done or witnessed any of them, now is the time **to learn what should never happen again:**



TOUCH YOUR HAIR? YOU CAN'T.

Never touch any part of another person's body unless they ask you to and give you their full permission. **Don't express opinions about people's hair**, because the hairstyle decision is something totally personal.



RESPECT THE NATIVE LANGUAGE! HELP PRESERVE IT!

Millions of Latin Americans of indigenous origin speak a language other than Portuguese and Spanish, **so if you interact with someone who is fluent in their native language, don't discriminate against them.** Did you know that many of these languages have already been made extinct over the centuries? Therefore, preserving them is helping to keep alive an intangible heritage of humanity. Be an agent of inclusion, try to know more about them instead of collaborating with their disappearance.



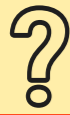
REGARDLESS OF ORIGIN, RESPECT IS KEY!

If you coexist with a **migrant or refugee person, welcome them and treat them with dignity!** Did you know that they are entitled to specific international protection defined by international law, in addition to human rights protection? Say no to xenophobia!



DENY THE COLOR OF YOUR SKIN? NEVER!

Don't try to "comfort" someone for being black or use phrases like "but you're not even that black, you got fine features". **There is nothing wrong with being of African descent or having indigenous ancestry.**



GUESS THE PROFESSION? DON'T MAKE THAT MISTAKE.

When you go to a department - or anywhere - for the first time, where you don't know who works there, **don't take for granted that a black person or a person of indigenous descent is a subordinate, or is there to serve you.** These "confusions" are very common, but they are racist!



ASIAN PEOPLE ARE NOT ALL THE SAME!

Unfortunately, **bad jokes and stereotypes are still very common when talking about people of Asian origin.** These stereotypes reinforce a supposed homogeneity, invalidating the identity and individuality of each person in this group. **Being called "jap" or "china",** having one's name ignored is also **a form of violence.** Always **call people by their name;** if you don't know their ancestry, it's simple: just ask!

With these attitudes you can support an anti-racist culture in your everyday life!



USING "BUT"

Never minimize a person's ancestry with phrases like **"you're indigenous, but you're smart"** "you're black, but your hair is good". This **sounds as if being black or indigenous is something bad** that needs to be compensated for somehow, and that the white standard defines the quality of what is good hair, or degree of intelligence **which is not true.**



TONES – NEXA!

If you identify yourself with this agenda and want to be an agent of anti-racist culture at Nexa, come and join our Affinity Group, called **Tones.** We have led a number of actions on this theme, included gender clippings in the racial agenda, and also thought about the paths to be built and the importance of representation to move forward on this issue.

Furthermore, we have a booklet on racial literacy (focused mainly on issues about the black population), the Tones Booklet. You can learn more about these issues there.

Do you want to be an ally of the racial agenda at Nexa? Get in touch with us: tonalidades@nexaresources.com

ACCESS

People with Disabilities

For you, what does it mean to be normal?



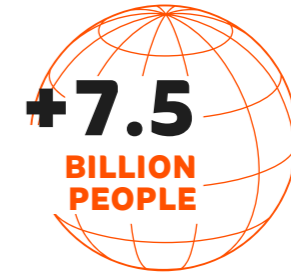
The world has a population of **over 7.5 billion people**. Have you ever thought about the diversity of people around the planet?

We started this diversity track by explaining that plurality is something natural in the world, that **all people are different**, but - unfortunately - some people consider themselves as "normal" when compared to others.



Normal: this concept comes from "norm", a standard behavior. Something that has been standardized beforehand.

Over time, based on this concept, society has created the fictitious idea that what is most common is the normal and what is less common is not normal.



The major deadlock of this is that society has also assigned value judgment to what it is to be normal, as if normal were right.

With this thought, everything that is further from this sphere, which deviates from the normal standard, has been judged as wrong, as something negative, and even as a "problem".

Diversity is normal!

IT IS NATURAL in society.

PEOPLE with DISABILITY are born all the time **IN THE WORLD!**

People with disabilities around the world



1 billion people live with some kind of disability.¹



Approximately **14,3%** of the population.



80% live in developing countries.¹



46% of people aged 60 and older have some type of disability.¹



There are about **150 million** children with disabilities worldwide.²



¹ Source: World Health Organization

² Source: World Report on Disability

People with disabilities (PwDs) are those who have some kind of genetic or acquired alteration (the person may have been born this way or acquired the disability at some point in life). Disabilities can be physical, sensory, intellectual, or mental.

Many of us are still **hesitant to approach people with disabilities and to see them as someone who has particularities (like any human being) and great potentials.** Therefore, people with disabilities also need to be included in society and in the labor market.

Do you know what ableism is?

These attitudes are prejudiced and ableist

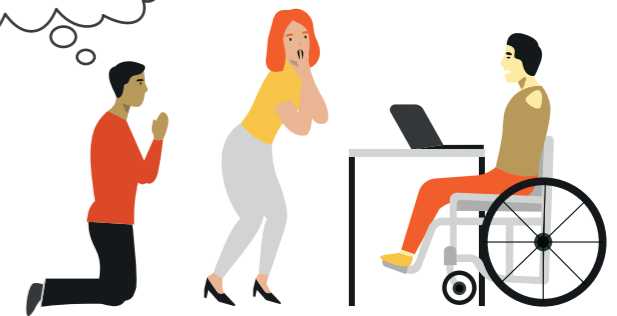


Be surprised to find out that a person with a disability is in a loving relationship.

That can only be a miracle!

To be in awe or think that it is something miraculous or supernatural, when you come across a PwD's ability.

WOW! He can work on the computer not using his hands! UNBELIEVABLE!



Ableism is the name of prejudice against people with disabilities.

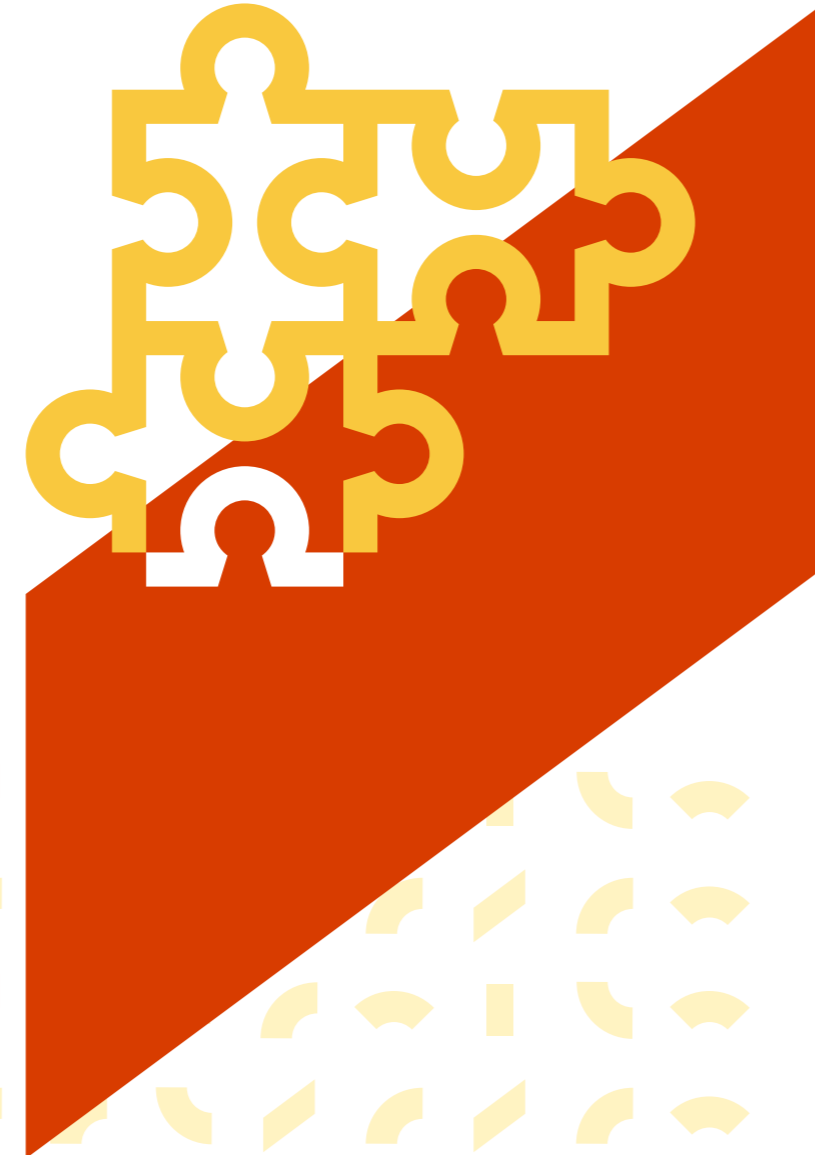
Disability is very frowned upon in our society. People with disabilities are seen as **unable**. This is why prejudice against people with disabilities is called **ABLEISM**.

This prejudice (and all discrimination based on it) interferes directly in the lives of people with disabilities, preventing them from having good relationships in society, from accessing good jobs, and from prospering.

The first step to deconstruct this prejudice within us is to understand that disability does not define a person, it is just another of his or her features.



Watch here the video **"Ableism in the HR"** and see how it is present in our day to day life



Disability or disabilities? A world of possibilities!



To start this conversation, watch the video **"a world of possibilities"**

There are many types of disabilities, and it is important that you learn more about each one, to know how to interact with each person, respecting their particularities.

Visual impairment: loss of visual accuracy at different levels. A visually impaired person is one who has visual acuity equal to or less than 0.05 in their better eye, even with the best optical correction. **It is correct to use the terms blind woman, blind man, and blind person.**

Hearing impairment: total or partial hearing loss, not specifying the degrees of hearing loss. **It is correct to use the terms deaf person, person with deafness, or person with partial hearing loss (low hearing),** people with partial loss usually prefer to be called hearing impaired.

Physical disability: limitations **related to physical and motor aspects**, such as absence of limbs, paralysis, among others.

Intellectual disability: intellectual **functioning significantly below average**, with limitations associated with two or more skill areas, such as: communication, personal care, social skills, use of community resources, health and safety, academic skills, leisure and work.

Multiple Disabilities: people who have **more than one disability**.

Psychosocial disability: also called **psychiatric disability** or mental health disability, encompasses psychiatric conditions – such as depression, panic disorder, schizophrenia, etc. – that have become chronic, resulting in after-effects on behavior, autonomy, and social interaction.

DID YOU KNOW?

In each country, each culture, each deaf community has its own sign language. In Brazil, we use the Brazilian Sign Language (Libras), in Peru the Lengua Peruana Senas or Lenguaje Senas Peruano (LSP) and in Luxembourg they use mainly the German sign language Deutsche Gebärdensprache (DGS).

Note that we are talking about languages; therefore, it is not correct to use only the term "sign language".

Let's talk about accessibility?

So that the inclusion of PwDs is achieved in all spaces, and especially at work, we need to guarantee accessibility, so that they can truly integrate the spaces, with no obstacles to perform their tasks.

Accessibility is crucial for the inclusion and well-living of PwDs!

Many times, when we think about this subject, we pay attention only to physical accessibility (ramps, adaptations in seats, etc.), but accessibility is much broader than that, and must meet all disabilities.



Watch the video "The 7 types of accessibility" and understand more about the subject.



Universal Design

Is a concept that proposes to think products, environments, software, technologies with the greatest possible extent of accessibility, so that they function equally, safely, and autonomously for all people.

Why include people with disabilities?

Prejudice and discrimination against people with disabilities exclude this group and take away their possibility to play social roles such as working, studying, getting married, having independence, among others.

If we think globally, there are 7.5 billion people daily excluded from fully accessing their rights.

All this exclusion also leads to more inequality:

Effects of ableism



Luxembourg

28,7% of the disabled population lives on the **poverty line**. Luxembourg is the **only EU country with NO legislation** on access to the media for people with disabilities.¹



Brazil

24% of the population has some degree of disability, **46 million people**.⁴

The Quotas Law celebrates thirty years and **47% of the openings** that by law should be destined to PwDs by companies **are not filled**.⁵



Peru

Over **3 million people, equivalent to 10%** of the population, are PwDs.³

In 2022 alone, the country recorded the **1st hearing-impaired woman** to obtain a **PHD**.²

¹ Source: Contacto;

² Primeira deficiente auditiva a obter doutorado no Peru;

³ Source: National Computer Institute (INEI - 2017);

⁴ Source: IBGE; ⁵ Source: Senate Radio.

What can companies do to tackle the exclusion of PwDs?

Knowing that companies are made by people, this inclusion will only be possible if you fight your prejudices, believe in and value the potential of people with disabilities and never underestimate them.

Remember: a person with a disability may have little professional experience, but that doesn't mean he or she cannot develop... Give them that chance!

To be an ally to people with disabilities you have to believe in their potential and support their development.

Turn barriers into opportunities!

The following are some examples of how companies in general may support this cause:

Have you noticed if your sector has full accessibility (physical and technological)?

Help change this reality!

How about sponsoring and mentoring a PwD in your team?

Support this journey!

Do you know Access Affinity Group's goals?

Find out, refer people to work with you!

IMPORTANT AXES FOR AFFIRMATIVE ACTIONS FOR PWD



INNOVATION

- Investment in technologies for inclusion (software)
- Use of artificial intelligence for accessibility



COMMITMENT

- Strategic goals for representation
- Pwd recruitment
- Team engagement



COOPERATION & CULTURE

- Sponsorship of PWD
- Continuous evaluation of accessibility
- Self-identification and welcoming campaign
- Specific benefits



STAKEHOLDERS

- Accessibility in all communication channels
- Partnership with suppliers that promote PWD employability

Affirmative actions are proposals that become real from their practice!



How does NEXA support people with disabilities?

We work to strengthen the culture of disabled professional development and become a reference on this theme.

To this end, we promote growth opportunities for PwDs so that, with them, we can improve our business practices, making Nexa increasingly inclusive.

Below are some of our actions in the main affirmative axes:

COMMITMENT

- Conversation rounds in the units with PWD, to empower, share and build effective actions for professional development;
- Discussion round to engage the leadership (BR and PE) in the affirmative actions of this group.
- Plural Talents Program, with over 600 registrants in its 1st edition;
- Empower Program to develop and expedite the career at Nexa, for PWD selected by Plural Talents;
- Affirmative Positions for Disabled Women.

STAKEHOLDERS

- Action plan in Peru focused on attractiveness, PWD mapping and relationship with stakeholders (relationship publics) to identify PWD.
- Proactive talent bank for PWD in all Units (BR and PE), focused on attraction, analysis of future hiring.
- Partnership with Nexa's Social Management department to engage the community and stakeholders on the topic and support the hiring of this public.

INNOVATION

- Physical and digital accessibility;
- Digital accessibility tools for the visually impaired (Orcam Eye) and an app for the hearing impaired (Pedijs) that translates and transcribes speech in real time.

COOPERATION & CULTURE

- Benchmark (comparison and research of benefits offered to PWD) with companies from various segments to map plural good practices.

What is your role?

If you have the opportunity to work or socialize with a person with a disability, be kind, open-minded. With small attitudes, we can support the permanence of these people in the spaces that are rightfully theirs, and also promote their well-being.

With the following practical examples, you will become an ally to people with disabilities:



WE HAVE A NAME

Do not use derogatory terms to address the person, such as limp, blind, crazy, among others.



WE ALREADY KNOW THERE IS A LIMIT TO KINDNESS

Don't do something that you think will help or insist on offering help unless the person asks you to.



WE ARE ADULTS, JUST LIKE YOU!

Don't infantilize people with disabilities.



RESPECT PRIVACY!

Don't ask about the person's disability.



WE ARE NOT A JOKE

Never make fun of someone's disability.



ACCESSIBILITY IS BROAD!

Don't question their right to preferential services.



WE ARE PEOPLE, NOT HEROES OR HEROINES!

Don't treat people with disabilities as underdogs or as examples of overcoming.



DISABILITY IS JUST ONE MORE OF MY FEATURES

Don't try to console people with disabilities - disability is something natural and does not define a person.

Important: always use the term Person with Disabilities, remembering that they are people first. Don't use the terms "disabled" or "special needs". Disability is not something you carry and then no longer carry. Disability is another of that person's features and is part of who they are, not something they leave at home!

And special needs many people may have. An elderly person, for example, may have a special need, because of some specific care. A pregnant woman may need to go to the bathroom more often. This is a special need, different from a person with a disability.

ACCESSA - NEXA

At Nexa, the Affinity Group that works with the inclusion of people with disabilities is **Access**.

Allies and representatives of PwDs are especially important for us to strengthen this culture within the company.

Do you want to be an ally of Access? Talk to us:

acessa@nexaresources.com

PRIDE

More than an acronym or a set of letters, when we talk about the LGBTQIA+ Community we talk about people!

LGBTQIA+ Community



orgulho

When talking about sexual orientation, affections, and gender identity, some people believe that this is a matter of choice, but it is not.

The first time you found yourself liking someone, did you choose it, or did you just feel it?

Sexual orientation	✓
Sex option	✗

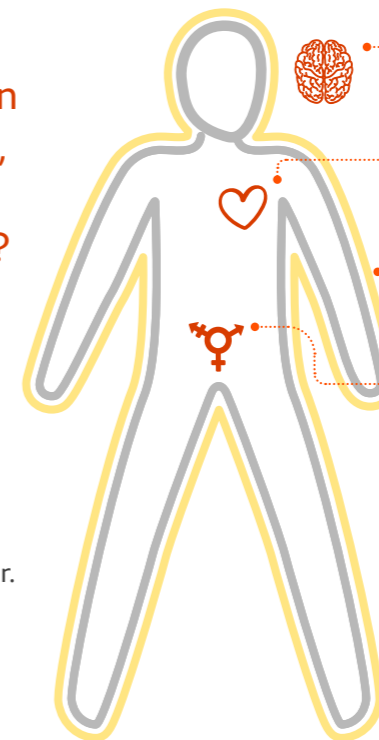
SEXUAL ORIENTATION
Is everyone's right

RESPECT
Is everyone's duty!

Desire is not something that human beings "opt" or "choose". Our affections are built within our senses and guide us. That is why it is correct to say **SEXUAL ORIENTATION**.

Do you know the difference between sexual orientation, gender identity, and biological sex?

To go deeper into the themes about the LGBTQIA+ Community, we need to understand that it encompasses a number of groups and concepts about sexuality and gender. In the picture below, you can better understand these definitions:



- **GENDER IDENTITY**
How one feels, how one sees oneself.
- **SEXUAL ORIENTATION**
Who the person feels attraction and affection.
- **GENDER EXPRESSION**
It's how the person looks.
- **BIOLOGICAL SEX**
It is something physiological, from the genital anatomy of the person.



To better understand this subject, watch the illustrative video here.

Let's talk about gender?

When we talk about gender, it is necessary to know that it is not about someone's biological sex, **it is not about physical matters, it is a social construction.**

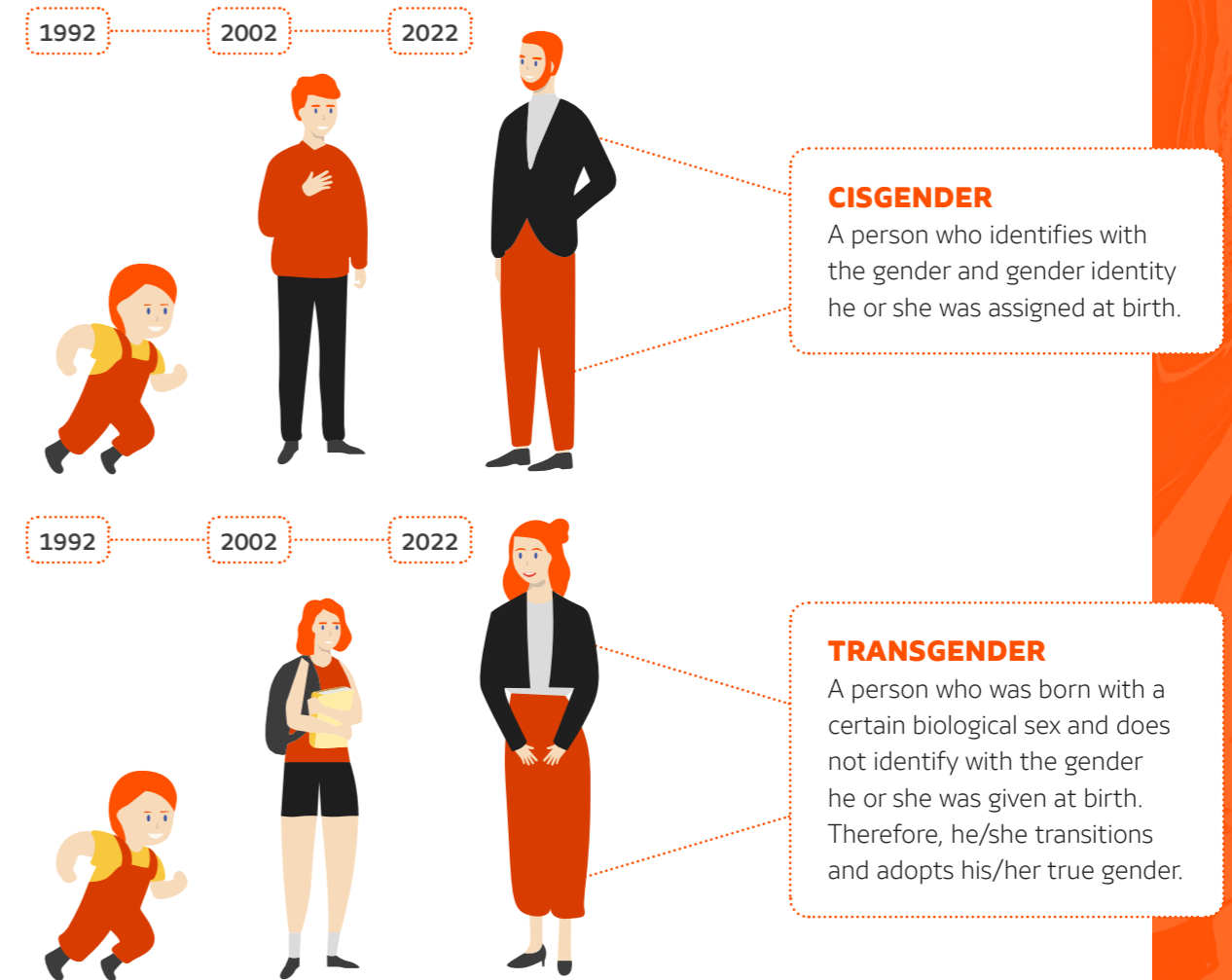


Depending on the answers, you will be created in a specific way.

Everything will be different between boys and girls: the color of the clothes, the toys, the kind of qualities they will stimulate in you (like bravery or gentleness, shyness or boldness), and so we all **learn to be boys or girls.**

When society understood that gender roles are not natural but social, we started talking about **gender identity**, because many times **people do not identify with the gender they were assigned when they were born.**

Have you ever heard the terms cisgender and transgender?



Did you know that in Brazil, Peru, and Luxembourg, the change of name in registration - and in all documents - by trans people is guaranteed by law?

To support plurality, we need to respect people's gender identity. If someone identifies as a woman, treat her that way. That is her right!

LGBTQIA+ Community, who are these people?

This acronym exists to provide visibility and due importance to the various sexual orientations and gender identities that exist in our society.

Lesbians: Women who feel affective/sexual attraction for the same gender, that is, other women.

Gays: Men who feel affective/sexual attraction for the same gender, that is, other men.

Bisexuals: People who feel affective/sexual attraction for both genders, male and female.

Transsexuals: People who do not identify with the gender assigned at birth. Transvestites and non-binary people are also part of this group.

Queer: Transition between notions of gender. These people have a fluidity in their identities, both in gender expression, sexual orientation, and in the way they dress. To be queer is not to be part of a defined standard.

Intersex: Someone who is born with reproductive or sexual anatomy, biological combinations, and body development that do not fit the binary (male/female) norm. Formerly called hermaphrodites, an incorrect term.

Asexual: Asexuals do not feel sexual attraction for other people, regardless of gender. Some of them do not see sexual relations as something important to be practiced in their lives.

+: The + sign is used to include other groups and variations of sexuality and gender.



Map of Exclusion

The following data portrays this reality:

People who are part of the LGBTQIA+ Community are victims of violence and exclusion, which places them in a position of vulnerability all over the world.



Watch the video "Cycle of Violence" to better understand the journey of exclusion and vulnerability that the LGBTQIA+ Community is subjected to.

Vulnerability and inequality: LGBTQIA+ Community



European Union

59% have already been victims of violence.¹

1 in 5 felt discriminated when looking for a job, In the trans people survey **1 in 3**.¹



Brazil

Country with the **highest number of LGBT+ people murdered** in the world.²

Food insecurity reaches **56.7%**, **15.2%** higher than people outside the Community.³



Peru

On average **10 LGBT people** are murdered every year.⁴

71% of Peruvians believe that the LGBTQIA+ Community is very discriminated against in the country.⁵

¹ Source: European Union for Human Rights (FRA)

² Source: Report on Deaths and Violence against LGBTIAP+ people in Brazil

³ Source: coletivo #VoteLGBT and Box1824

⁴ Source: Peruvian Public Ministry

⁵ Source: II Encuesta Nacional de Derechos Humanos (The Peruvian Ministry of Justice, 2019)

When we talk about the inclusion of the LGBTQIA+ population, many people do not understand the seriousness of this subject, but data shows that many people face violence because of their sexual orientation or gender identity.

**Every person has the right to exist free from violence for being who they are!
Your role is to respect this principle.**

We cannot normalize that a person is a victim of violence simply for being who they are, for expressing their truth, and for living their affections. Our role is to act to break the cycle of violence against LGBTQIA+ people.

Do you know what HOMOPHOBIA is? The term HOMOPHOBIA means aversion to homosexuals, prejudice, discrimination, and violence against them. However, the whole Community experiences these violations and currently we talk about LGBTIphobia. Types of LGBTIPHOBIA:

- **Lesbophobia:** violence against lesbian women.
- **Homophobia:** violência contra homossexuais, principalmente contra os gays.
- **Transphobia:** violence against homosexuals, especially against gay men.
- **Intersexphobia:** expression of hatred or revulsion against intersex persons.

Respecting the LGBTQIA+ Community is everyone's duty! Did you know that spreading violence against this population is a crime?



Fighting violence is positive for society as a whole!

An LGBTQIA+ person also has family, friends, co-workers, religious mentors. When that person experiences violence, their entire support and affection network is also affected.

When we promote a more inclusive world, **we reduce the fear and suffering of many people and transform the planet into a more friendly place where everyone can enjoy a good life.**



Luxembourg

Prohibits all forms of discrimination on the basis of sexual orientation. Advocates protection against hate speech and hate crimes motivated by sexual orientation or gender identity.



Brazil

Since 2019, the Supreme Court (STF) has instituted LGBTIphobia as a crime, establishing a penalty of up to three years for discrimination based on sexual orientation and gender identity.



Peru

Since 2017, a national decree has come into force, prohibiting all forms of discrimination and hate crimes based on sexual orientation and gender identity in the country.

Have you ever heard of HETEROPHOBIA? In the same way as reverse racism, there is no heterophobia, because straight people are not victims of violence, are not thrown out of their homes, are not harassed at school, are not forbidden to be in religious spaces, are not denied access to rights because they are straight. Even if a heterosexual person believes that they have been offended because of their sexuality, discrimination against sexual orientation only applies to groups that have historically suffered from prejudice, exclusion, and intolerance, which is **not the case for heterosexual people.**



Watch the video "Heterophobia does not exist", to learn more about this

Pride for what?

All the social exclusion that the LGBTQIA+ Community experiences directly affects the well-being and psychological state of these people. Therefore, **fostering pride acts as a tool for this community to feel accepted by society, and understand that there is nothing wrong with them.**

| How can companies promote a diverse and respectful work environment for LGBTQIA+ people?

The same people who practice LGBTIphobia in society are also the ones who work in companies, **so we need to transform our mentality, our attitudes, and change our culture on a daily basis.**

Socializing and getting to know this community better in the work environment is an opportunity for you to deconstruct your prejudices and all intolerance!

To accomplish this transformation and support the inclusion of these people, companies implement actions on the following fronts:

IMPORTANT AXES FOR AFFIRMATIVE ACTIONS AIMED AT LGBTQIA+



TALENT BANK

Partnerships with specific recruiting agencies to guarantee this community's employability



SUPPORT

- Gender transition support program
- Inclusive parental leave
- Guaranteed rights and benefits



CULTURAL TRANSFORMATION

- Adaptation of policies and documents (social name on name tags, payroll, etc)
- Awareness raising of teams
- Engagement and welcoming
- Ethics policy that ensures non-discrimination
- Trans people's right to use the bathroom
- Respect as an undeniable value

How does Nexa support the PRIDE of its employees?

Plurality is particularly important to Nexa. Acknowledging this is one of the first steps for you to become an employee aligned with our principles.

Plus, we promote the internal development of LGBTQIA+ people, social inclusion, and the improvement of our leadership in relation to the topic.

Our main drivers on this journey are:



TALENT BANK

- Membership in the Business and LGBTI+ Rights Forum (Brazil) and Pride Connection (Peru) supports Nexa in hiring LGBTQIA+ people.



SUPPORT

- Feasibility analysis regarding a change in Nexa's parenting policy to include the specific agendas of the LGBTQIA+ Community
- Structuring the assurance of benefits for domestic partners in regions where local laws do not recognize homosexual unions.



TRANSFORMATIVE CULTURE

- Affinity Group : Pride
- Awareness actions with employees
- LGBTQIA+ Booklet developed by the Pride Group.

Commitment is a serious thing!

By being part of these global alliances for the inclusion of the LGBTQIA+ Community we assume a public commitment to this agenda, **if you are part of Nexa, this commitment is also yours!**

What is your role?

An important point to improve your relationship with everyone is to take care of your communication. **If you treat everyone with respect, you will cause your surroundings to be a safe place, free of violence (of all kinds) and discrimination.**

| Follow the tips BELOW and be an ally of Pride at Nexa, take this commitment!



HIRE LGBTQIA+ PEOPLE

And offer opportunities to access prominent positions so that everyone is able to value their potential and deconstruct prejudices.



DON'T MAKE JOKES!

About someone's sexual orientation or gender identity. People still suffer a lot because of this, it's disrespectful to treat this as a joke.



"I HAVE NOTHING AGAINST IT, BUT YOU DON'T HAVE TO COME OUT PUBLICLY..."

This "but" after a statement already signals that you are going to contradict what you said before. An unprejudiced person respects others, without "buts" or "howevers".



RESPECT IDENTITY

Do not deny access to the infrastructure to a person because you "suspect his or her gender". Fitting rooms and toilets should be used by the person according to the gender they identify with.



"IF YOU WERE A MAN/WOMAN"

Don't say that to anyone. A person's sexual orientation does not interfere with who the person is or his/her gender.



"HAVE YOU HAD SURGERY?"

Never ask a trans person if they have had gender reassignment surgery. This is invasive and rude. Imagine if a stranger asked you any details about your private body parts?



YOU DON'T KNOW THE PERSON'S GENDER?

If you are unsure, always ask how the person prefers to be called. Ask his/her name and which pronouns he/she prefers you to use (e.g. "he" or "she", "his" or "her").



I MAY RESPECT IT, BUT I WON'T ACCEPT IT.

LGBTQIA+ people exist, they have always existed, this is a fact of reality, the Law also protects their existence. How about accepting this reality and cooperating to build a less violent world?



Be proud of yourself!

At Nexa, the Affinity Group to engage the Company in LGBTQIA+ community issues is the ORGULHO Group. Apart from the awareness raising we do in our operations, we have also developed an **LGBTQIA+ Booklet**, where you can find more information about this theme.

Even if you are not LGBTQIA+, we need allies to strengthen an inclusive and non-discriminatory culture among all people who are part of Nexa.

Do you want to be part of this Group? Talk to us: orgulho@nexaresources.com

CONNECTION

Multigenerations

There is no innovation unless there is an accumulation of knowledge. It is in the interaction among different generations that the world is transformed.



We live in a culture of immediacy, where everything needs to happen in seconds. There isn't much room for deep discussion, and everything that is longer in existence is considered disposable, including people. Although this may seem natural, it is important to know that **thinking and acting this way is a choice.**

When we do not take **different experiences** into consideration, we lose a lot. We give up **knowledge and endless possibilities for innovation**, which only contact with those who have lived at different times can produce.

Therefore, including all generations in the same conversation, knowing how to listen and respect each one's trajectory, is crucial for our personal evolution and for building a healthy environment for everyone.

Do you know what generations are?

The word "**generation**" refers to a group of people who were born in the same period. Each period is marked by a certain historical context, which impacts on the values, culture, and behaviors of the people who lived in the early years of that period.

Getting to understand more about the period in which the generations grew up is important for us to better relate to people who have different life experiences, it helps us to better understand how things change over time.

No wonder that companies, brands and the media increasingly use the generation division¹ of Baby Boomers, X, Y and Z to create corporate policies, design products and campaigns.

¹ The definitions used are universal and do not encompass the specific features of each context or person.

Do you know how generations are divided?

The Generations

1946-1964

Baby Boomers

Baby boomers are part of the post-World War II generation, and are greatly characterized by individuals who value hard work and the search for opportunity and stability.

1965-1980

X

Generation X witnessed the rise of movements that transformed behavior. It is defined by an entrepreneurial spirit and a quest for freedom and individual rights.

1981-1996

Y

Also known as the millennial generation, the Y generation is characterized by a concern for social causes, purpose at work, and an inclination to break patterns. Stability is no longer as valued by millennials.

1997-2010

Z

The very first digital native, generation Z is highly engaged in social causes, in the use of technologies, and is distinguished by a certain identity fluidity.



Have you ever noticed how the conflict of generations occurs in your daily life?



Watch the video "Generational Conflicts" to understand more about this and get inspired to be a person who supports the interaction among different generations.

Do you know what ageism is?

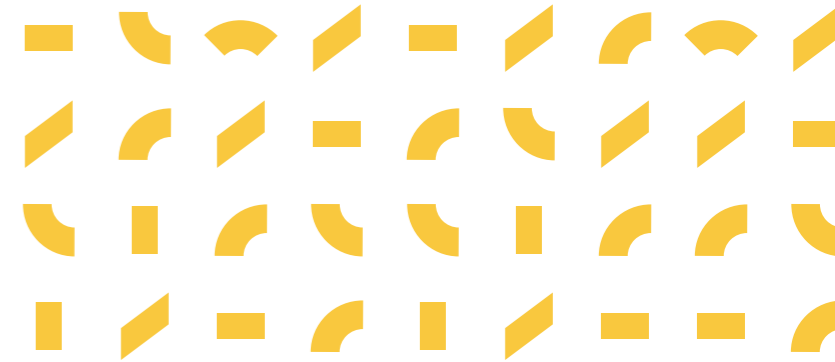
Ageism is discrimination based on the age of a person or group. We have this kind of thinking because we base it on stereotypes, that is, labels created by society that we often take for granted before we even know someone deeply. This view ends up placing people in "boxes", which leads to exclusion in access to opportunities in the personal development of those who are discriminated against.

Access the QR Code and learn more about ageism.

Discrimination against people on the basis of age is also a risk factor for physical and mental health, as it affects people's well-being.

According to the World Health Organization (WHO), the damage caused by ageism has also economic implications, reaching billions of dollars, driving a large part of the world's population into poverty. This is very serious! Among the main consequences are:

- physical illnesses;
- health risk behaviors;
- mental disorders;
- cognitive deterioration;
- general malaise;
- social isolation and loneliness;
- restricted sexuality;
- fear of crime
- violence and abuse;
- poverty and economic insecurity.



Ageism: A Global Challenge

For ageism to end, each and every one of us needs to assume our share of responsibility not reproducing this kind of prejudice.

The idea that a person is a certain way or another because of their age is within us.

At least one out of every two people in the world has ever discriminated against someone because of their age! This reality must change.



If you think that an older person is already outdated, and you don't take into consideration what they can teach you, that is ageism.



If you don't take a younger person's proposition seriously, you are also being prejudiced.

The truth is that age does not define what a person knows or doesn't know, each human being has his or her unique experiences throughout life, and we will only find out what someone knows or doesn't know by respectfully socializing with them. Moreover, this kind of discrimination causes exclusion and leads to consequences that, many times, we don't have the dimension:

Ageism in the World¹

703 million people worldwide are over 65, and this number is expected to reach **1,5 billion** by 2050.

96% of the studies on ageism contain evidence that discrimination interferes with people's psychiatric health.

16% of candidates **55 or older** believe that age is a disadvantage when it comes to competing for a job.

6.33 million people all over the world have developed ageism-related depression.

80% of the surveys identified a possible connection between ageism and cognitive impairment.

US\$ 33.7 billion is the damage caused by ageism, according to an American study.

55.4% of young people, according to a European survey, have already felt disrespected, ignored, or infantilized because of their age.

US\$ 48 million is the impact that hiring an additional **5%** of people over **55 years old** could have on the economy.



To learn more about this problem watch the video **"the damages caused by ageism"**

¹ The information is contained in the WHO's World Report on Ageing



Connected elderly people: myth or reality?

It is quite common for younger people to have second thoughts about living with older people, especially at work, claiming their "lack of connectivity", as if people over fifty were "outdated".

To support plurality, we have learned that empathy is key. We must recognize the exclusion of certain groups and build a transformation in that direction.

We start this journey with the question: "What does the world we want look like? So, instead of excluding or delegitimizing someone who doesn't have knowledge about a certain subject or device, your role is to include and support everyone's development.

There is no advance in the plurality agenda unless there is cooperation!

Be an ally of Conexão, supporting the development of older people. Help include this group in the digital world.

When you started your career, you were probably mentored by a veteran, weren't you? How about giving back and not letting this cycle break?

Supporting connectivity contributes to social inclusion, improves quality of life, and makes the workplace a more pleasant, plural, innovative, and cooperative place.

How to cooperate with people of different ages at work?

Our power to end ageism lies in our everyday actions, building **respectful, creative, and diverse work environments**. To begin this transformation journey - of ourselves, and of our work environment - we must first recognize our unconscious biases (learn what biases are on page 6).

Each individual has his or her own life story and personality traits. Focus on getting to know them and practice **active listening**, take sincere interest in understanding the other person's reasons, even if at first there is no agreement.

Different views are not a sign of conflict, and it is entirely possible that they can complement each other, generating a new view on something.

This will only be possible, however, if we practice respect between those who speak and those who listen.



Ana has a great profile for a strategic project, but she experienced a lot of difficulties because they never expected her to meet the deadlines, which made her more anxious and harder to deliver.



Valter has the profile for the same strategic project, but he has not been able to apply all his technical knowledge, because they thought he was not suited for risky and challenging tasks. He started to feel insecure.



Wow, I am feeling discouraged about the project. I don't think it's for me.

I am also working on it. We never talk, do we? I think I could help with solution X, but I can never contribute.



And why don't you work together on solution X? Ana (with her knowledge in technology) and Valter (with so much technical experience) will take us pretty far!

Months later...



Ana and Valter aligned technology and a deep technical knowledge about the product the company offers. They developed solution X and the result was the main innovation award of the year in their sector. A true success story!

What is the companies' role in improving multigenerational issues?

To face the challenge of intergenerational relations, and to improve the quality of life and emotional well-being of people of different age groups, many companies are taking actions to **transform the corporate culture** in this direction.

These projects take place on the following fronts:



COOPERATION
Availability of spaces for intergenerational exchanges and cooperation.

COMMUNICATION
Inclusive internal and external communication, encompassing themes and images of people of different generations.

EQUALITY
Equal pay for different age employees doing the same job.

ATTRACTION & SELECTION
Encouraging the recruitment of candidates aged 50+.

ENGAGEMENT
Developing strategies and guidelines to reduce generational conflict.

POLICIES
Including the issue of fighting ageism in internal rules of conduct.

| How do you change a culture? By changing our attitudes!

A good approach to this is to always revisit your prejudices in this regard, change your biases, and support cooperation among people with different worldviews.

How does Nexa support multi-generations?

Our Affinity Group, Connection, is Nexa's strength to face these challenges. We act mainly on the following fronts: **LONGEVITY | CULTURE | CAREER | COOPERATION**.

Be an ally of CONNECTION, encourage the strengthening of a plural support network, with people who complement each other.

To accomplish the tasks and face daily adversities, **encourage the creation of bridges, rather than barriers.**

What is your role?

The attitude of each person is what will define if ageism will continue to exist, or if it will be interrupted so that other ways of relating, more respectful and productive, may gain space.

It is particularly important that you do not condone or reproduce prejudiced expressions or behavior. Next, you can learn about some practical examples:

Drop the expressions:

Your age is not appropriate for this.

He doesn't understand these things, it's not from his time.

Maybe she has been forgotten because of her age.

He (she) is young at heart!

You won't understand, it is not from your generation.

As with a number of other topics that we have covered in this learning trail, age does not define a person, it is just one feature among the countless others that he or she holds in their existence.

Therefore, we should not label anyone because of his or her age group.

A good tool to counter ageism is closeness!

Get closer to people of different ages than yours, exchange experiences, avoid prejudiced judgments, and understand that **"it doesn't matter whether you are younger or older, the present time belongs to everyone who is living and sharing their experiences in it."**

Besides expressions that we need to abandon, next we will show you some practical examples that you can use in your daily life, to improve the multigenerational relationship.

Get connected!

The CONNEXION Group is open to receive employees who want to help Nexa build actions for multigenerationals.

If you identify with this theme, and would like to be part of the Group, contact us by e-mail:

conexao@nexaresources.com

Practices for your daily life



Avoid associating aging with fragility.



Be careful not to infantilize older people with excessive caution.



Aging does not mean losing your autonomy. So don't help without being asked.



Don't use stigmatizing terms. Call people by their names.



Don't replicate or nurture generational conflict. Support **CONNECTION**.

We are all learning to live with differences.

Be honest in your relationships and try to find out how each person would like to be treated.

When in doubt, always ask.

TO MORE LEARN

This is an invitation for you to take a moment out of your day to learn more about plurality and contribute to building a more inclusive and diverse world!

To achieve the goal of promoting plurality and including all people at Nexa, it is important to learn more, to be open to dialogue, and not be afraid of making mistakes. To this end, we have selected movies, articles, books, and other resources that speak to each of the Company's axes of plurality. These resources may bring new information, new ideas, discoveries, and questions. Therefore, by walking, learning, and asking questions, each and every one of us can contribute to welcoming and promoting diversity, after all, plurality is also richness, in a material and immaterial sense.

Plurality Calendar – Important Dates

DIVERSITY & INCLUSION

may 21st
World Day of Cultural Diversity for Dialogue and Development

LGBTQIA+ PRIDE

january 25th 🇧🇷
National Day of Transvestite and Transgender People's Visibility

may 17th
International Day Against LGBTQIA+phobia

July 28th
International LGBTQIA+ Pride Day

august 29th 🇧🇷
Lesbian Visibility Day in Brazil

PEOPLE WITH DISABILITIES

July 21th 🇧🇷
National Day of Action for People with Disabilities

october 11 🇧🇷
National Day of the Physically Disabled Person

december 3rd
International Day of Persons with Disabilities



FEMALE EMPOWERMENT

march 8th
International Women's Day

June 15th
International Women's Day in Mining

July 25th
International Day of Black, Latin American and Caribbean Women

november 25th
International Day for Non-Violence Against Women

RACIAL EQUALITY

march 21st
International Day for the Elimination of Racial Discrimination

may 13th 🇧🇷
Slavery Abolition

november 20th 🇧🇷
National Black Awareness Day

Empower



FEMINISTS: WHAT WERE THEY THINKING?

Based on photos from the feminist movement of the 1970s, the movie goes deep into the lives of the women featured. [Link](#)



STUDY REVEALS GENDER INEQUALITY IN THE LABOR MARKET

215 companies in Brazil shared their practices, policies, and perspectives on diversity, equality, and inclusion. [Link](#)



ANGELA DAVIS AND LÉLIA GONZALES: TWO THEORETICIANS OF BLACK FEMINISM IN USA AND BRAZIL

Article explaining what intersectionality is, and about the legacy of two important thinkers in black feminism. [Link](#)



INDIGENOUS FEMINISM: "EL PATRIARCADO NO SE PUEDE ENTENDER SIN EL COLONIALISMO".

Mayan anthropologist Aura Cumes talks about the relationship between indigenous identity and overcoming patriarchy. [Link](#)



WOMEN, RACE & CLASS

A 1981 book by US philosopher and feminist theorist Angela Davis about the relationships between the oppressions of gender, race, and social class.

Author: Ângela Davis



WOMEN WHO RUN WITH WOLVES

Clarissa Pinkola Estés believes that women in our society have been treated in a similar way. By investigating the crushing of the female instinctual nature, Clarissa has discovered the key to modern women's sense of powerlessness.

Author: Clarissa P. Estés

Connection



LITTLE MISS SUNSHINE

A little girl embarks with her father, grandfather, brother, uncle, and mother on a journey to fulfill her great dream, to participate in the Little Miss Sunshine contest.

Available on Amazon Prime.



GENERATIONAL DIVERSITY

Qulture Rocks is a company that specializes in corporate culture, retention and talent attraction.

The text, on the company's website, provides an overview of the importance of generational diversity in the workplace. [Link](#)



UP

Carl Fredrickson is a 78-year-old balloon salesman. Carl wants to travel to a forest in South America but discovers that a problem has come along: Russell, an 8-year-old boy.

Available on Disney +



ENCONTRO GERACIONAL

The article brings reflections on the potentials and challenges of generational encounters. [Link](#)



WHY WE NEED DIFFERENT GENERATIONS IN THE WORKPLACE

Article published by the World Economic Forum on the wealth and possibilities brought about by generational encounters in the workplace. [Link](#)

Access



ABLEISM

Mariana Torquato, creator of the YouTube channel "Vai uma mãozinha aí?" explains the concept of ableism and talks about the International Day of Persons with Disabilities. [Link](#)



MINING BY WOMEN: WOMEN WITH DISABILITIES

The third episode of our web series Mining by Women tells the stories of women with disabilities who work in various areas in our operations in Pará, Minas Gerais, and Espírito Santo. [Link](#)



PwD LEGAL: ACCESSIBLE FOR EVERYONE

A virtual library that offers knowledge about important themes for the development of citizenship, with content accessible to all. [Link](#)



THE WAY YOU LOOK

The Movie narrates the story of a visually impaired teenager in search of freedom and his first kiss. **Available on NETFLIX**



THE WORST DISCRIMINATION I'VE FACED AT WORK BECAUSE OF MY DISABILITY

Report from people with disabilities about situations of prejudice and discrimination at work. [Link](#)



COLEGAS

Three friends with down syndrome decide to leave the institution where they lived and go on a great journey by car. **Available on NETFLIX**



UN ANTROPÓLOGO EN MARTE: SIETE RELATOS PARADÓJICOS

Neurologist Oliver Sacks brings seven accounts of people with disabilities and their relation to the world and to work. **Author:** Oliver Sacks.

Tones



GELEDÉS PORTAL

Founded in 1988, Geledés is a black women's organization whose institutional mission is to fight racism and sexism. [Link](#)



INTERVIEW WITH SILVIO DE ALMEIDA

Author of the Structural Racism book talks about how racism is a complex mechanism that creates vulnerability and power. [Link](#)



SMALL ANTIRACIST HANDBOOK

The essay by philosopher and teacher Djamila Ribeiro argues that racism is a challenge for all of Brazilian society, due to the country's slavery past. With ten brief lessons to understand its origins and fight it. **Author:** Djamila Ribeiro



STARS BEYOND TIME

True story about three black NASA women in one of the largest space operations in history. **Available on Netflix e Disney+**



RETABLO

A 14-year-old boy high in the remote mountains of Peru follows his father's trade producing altarpieces, until a secret changes his perception of things. **Available on Netflix**



DO THE RIGHT THING

The movie is a classic and depicts racial conflicts in an American neighborhood. **Available on Amazon Prime**



LO BUENO, LO MALO LO CHOLO

Writer Marco Avilés discusses racism in Peru, Mexico, Colombia and Brazil. [Link](#)



WIÑAYPACHA

The movie, shot in Aymara language, tells the story of a couple in the Andes, surviving cold and poverty. **Available on Amazon Prime**

Pride



NATIONAL ASSOCIATION OF TRANSVESTITES AND TRANSEXUALS - ANTRA

Portal of the national network that coordinates 127 institutions throughout Brazil to promote the citizenship of the transgender and transvestite population. [Link](#)



MOONLIGHT SOB A LUZ DO LUAR

Along the trail of a self-knowledge journey, Black finds love in surprising places. [Link](#)



INTERSEX

First work to approach intersexuality in its various aspects. The book is a "cry for freedom" for this segment of our population.

Author: Maria Berenice Dias
Revista dos Tribunais, 2018



HALF OF LGBTQIA+ WORK HAVE FACED JOB DISCRIMINATIONS, REPORT FINDS

The article addresses and features stories of LGBTQIA+ people who have faced prejudice and discrimination at work. [Link](#)



LOS DERECHOS LGBT EM AMÉRICA LATINA

The article by the Latin American Strategic Center for Geopolitics (CELAG) addresses recent advances and what else needs to be advanced in LGBTQIA+ rights in Latin America. [Link](#)

PLURALITY



A INVENÇÃO DA INFÂNCIA

Documentary about privilege and inequality in childhood. [Link](#)



DIVERSITY & INCLUSION: AN ERA OF CHANGE

Let's think about diversity and inclusion as a potential business benefit and think about the risk that homogeneity may bring? [Link](#)



M8 - WHEN THE DEATH RESCUES LIFE

A medical student is surprised to see that most of the corpses in his anatomy classes were also black people, like himself. **Available on NETFLIX**



IDEAS TO POSTPONE THE END OF THE WORLD

A view from the traditional peoples of South America on the current challenges of humanity. **Author:** Airton Krenak



ATRAPADOS: ALTA DESIGUALDAD Y BAJO CRECIMIENTO EN AMÉRICA LATINA I EL CARIBE

Reflection on inequality in Latin America. [Link](#)



SAMBA

A Senegalese immigrant fights against prejudice and tries to settle in France. **Available on NETFLIX**

nexa

