

OBTAINING The **Certificate Standard**

NMX-R-025-SCFI-2015





MA. EUGENIA RICO ÁLVAREZ

MÉXICO

EVERYONE
MATTERS

EQUITY
EQUITY
EQUITY



BURO DE CREDITO



THE REGULATIONS IN MEXICO MEASURE:

- Diversity and equity inclusion policies.
- Homogeneous population of men and women.
- No gender gap in salaries.
- Inclusion of people with disabilities in the workforce.





**HOW DID
WE START?**

HOW DID WE START?

2018 Cultural
Organization &
Certification
requirements studying

Advice from the Board
Driven by the CEO and
management group

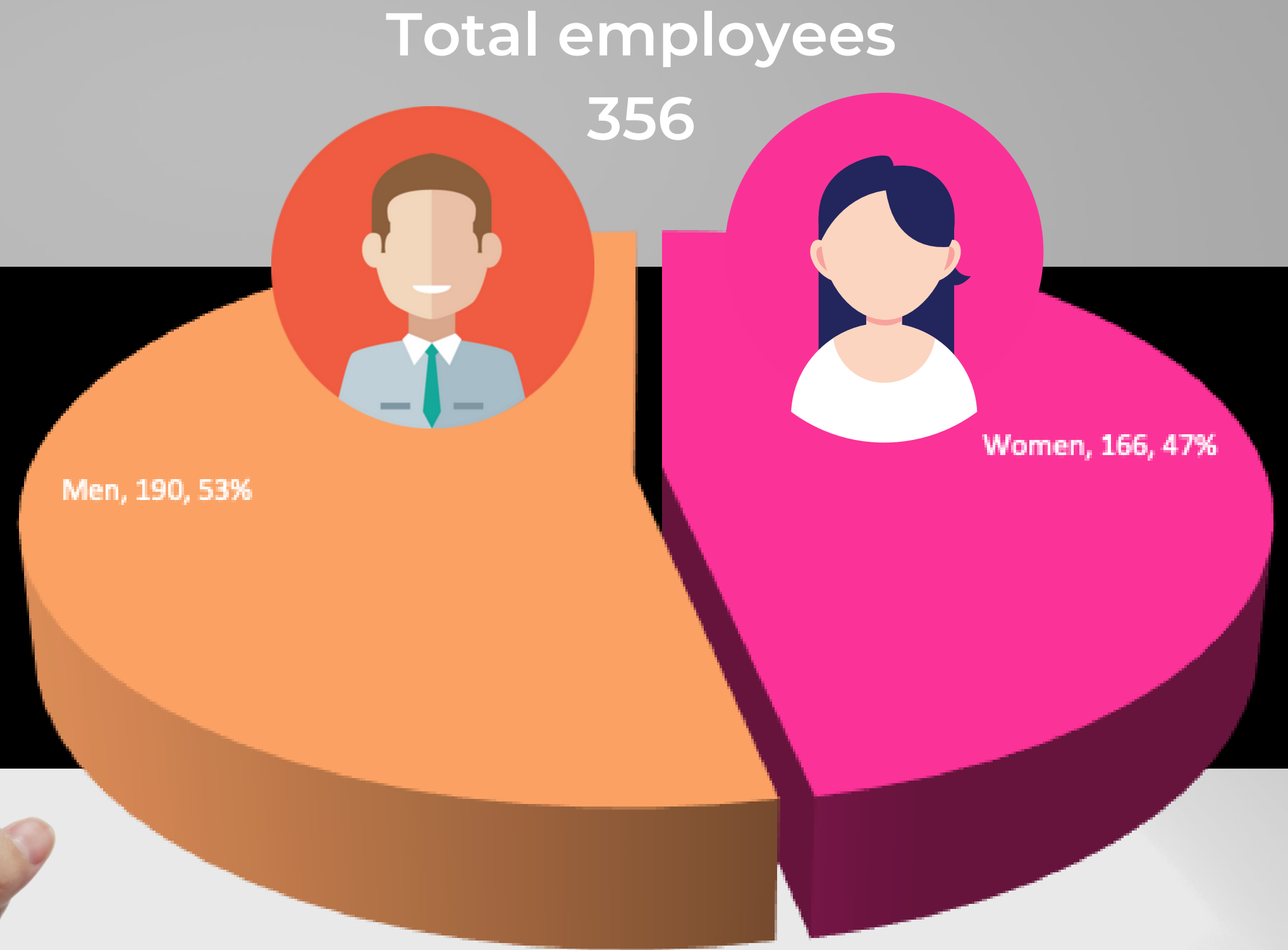
SELF EVALUATION

Implementing a
plan for 2 years

Create a committee
(Integrated by several
areas of the
organization)

TOTAL HEADCOUNT

Information until **March 2023**



 **Women**  **Men**

STEM CAREERS IN MEXICO

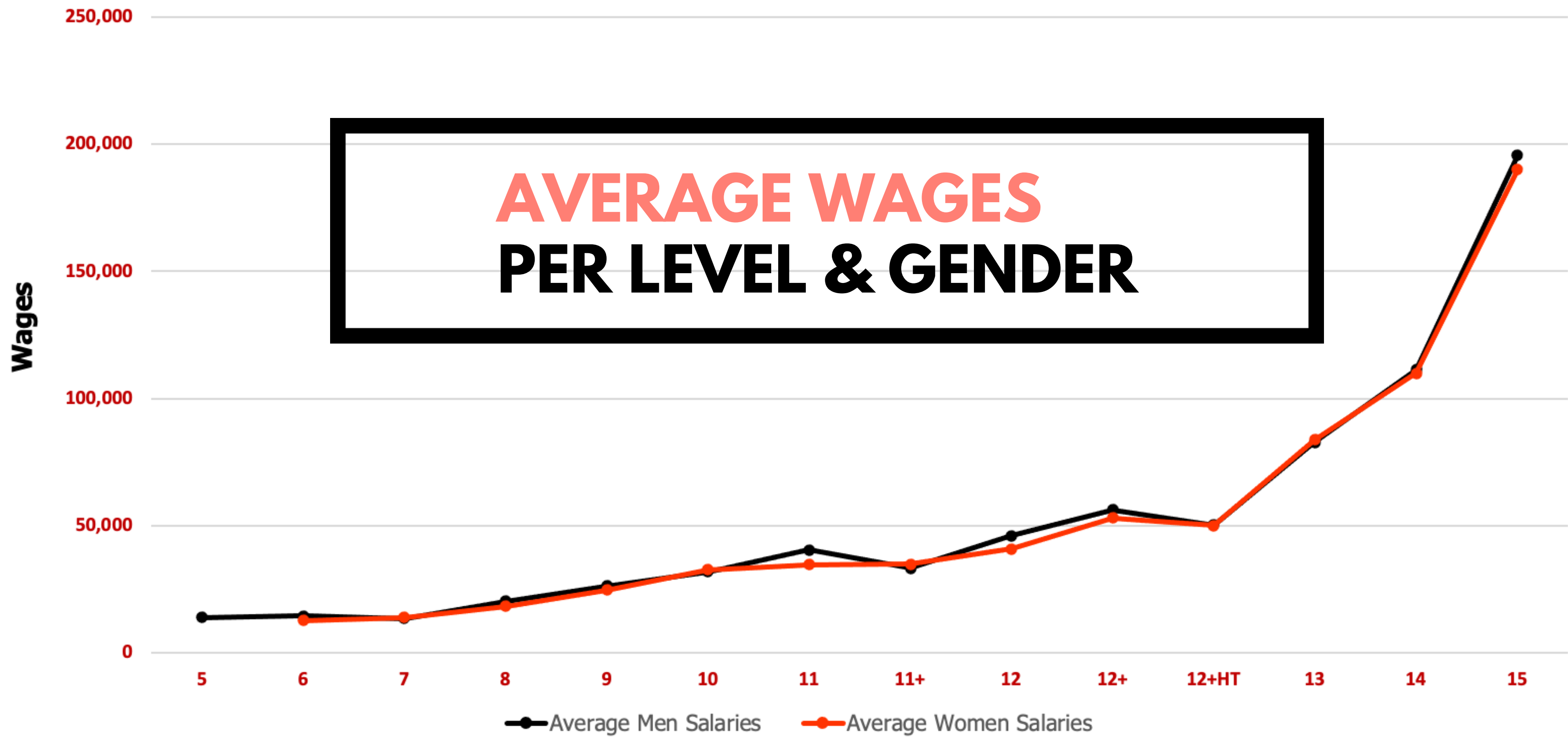


3 WOMEN



10 MEN

Mexico is going to wait 37 years until this gap will be close.



TWO YEARS PLAN

FOCUS:

Cultural training processes
(equity, diversity and inclusion)
for all the employees

Use of non-sexist language
(ethics code, Human resources
policies)

BUSINESS
PLAN



WHAT HAS TO BE COVERED TO ACHIEVE CERTIFICATION?



ELEMENT/ CRITERIA/ ACTIVITY	NMX-R-025-SCFI-2015	
	MAXIMUM SCORE REQUIRED	Score Obtained in the current evaluation
Critical Requirements (Climate, Audit and Policies)	30	30
Non-critical requirements (code of ethics)	3	3
Non-critical requirements (equal pay and gender equity)	25	22
To carry out actions for co-responsibility in work, family and personal life with equal opportunities.	23	11
To have accessibility in the work centers.	12	6
Mechanisms and regulations to prevent, address and sanction discrimination and workplace violence.	7	7
	100	79





WHAT HAS TO BE COVERED TO ACHIEVE CERTIFICATION?



79 points Silver level

Leveling measures	Compliant / Non compliant (Bronze-Silver-Gold)
Integration of the staff with at least 40% of the same gender	✗
Existence 40% of women in the total workforce in management positions	✓
To have personnel with disabilities in proportion of at least 5% of its total personnel	✗
To have a mediator or ombudsman	✓
Carry out activities or events focused exclusively on promotion equality and non-discrimination including personnel and their families	✓

RESULTS AFTER AUDIT 2023 TO MAINTAIN THE CERTIFICATION?

ELEMENT/CRITERIA/ACTIVITY	NMX-R-025-SCFI-2015		
	MAXIMUM SCORE	Score Obtained in the evaluation 2021	Score Obtained in the evaluation 2023
	REQUIRED		
Critical Requirements (Climate, Audit and Policies)	30	30	30
Non-critical requirements (Code of ethics)	3	3	3
Non-critical requirements (equal pay and gender equity)	25	22	25 
To carry out actions for co-responsibility in work, family and personal life with equal opportunities.	23	11	16 
To have accessibility in the work centers.	12	6	9 
Mechanisms and regulations to prevent, address and sanction discrimination and workplace violence.	7	7	7
	100	79	90 

RESULTS AFTER AUDIT 2023 TO MAINTAIN THE CERTIFICATION



90 points Silver level

Leveling measures	Compliant / Non compliant (Bronze-Silver-Gold)
Integration of the staff with at least 40% of the same gender	✗
Existence 40% of women in the total workforce in management positions	✓
To have personnel with disabilities in proportion of at least 5% of its total personnel	✗
To have a mediator or ombudsman	✓
Carry out activities or events focused exclusively on promotion equality and non-discrimination including personnel and their families	✓

WHAT COMES AFTER IT?



- Lactation room in the workplace.

- Work in having an accessible Web Page.

- To have 5% of the total population with a disability.



New plan
2023-2024



This work
never ends

The background features a vertical gradient from pink to orange. On the left, there are grey geometric patterns. In the center, there are silhouettes of diverse people's heads and shoulders. One silhouette has a thought bubble above it. A large black quote mark is positioned above the central text box.

THANK YOU

There is no growth without **innovation**.
There is no innovation without **diversity**.
There is no diversity without **women**
having a say in **strategic decisions**.

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