



# DIVERSITY & INCLUSION POLICY

YEAR 2020



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## I CMPC'S DIVERSITY & INCLUSION POLICY

CMPC's culture, centered on the value of respect and the care for people, is a fundamental part of what defines us as a Company. People are the fundamental element of all organization, therefore respecting them and promoting a full development for everybody has been, and will always be, the core of our business management.

I'm convinced that diversity and an inclusive environment make us better people and broadens our vision of the world, allowing us to have more empathy towards our contexts and be closer to the communities in which we operate. All of this generates positive effects on our team's productivity, innovation and creativity. At the same time, I'm sure that by promoting inclusion, we can create work environments where people will feel safer, more committed and supported to give their best, feeling certain that everyone can develop within work teams based on respect and that are free from all kinds of discrimination.

I invite you all from CMPC to elevate our level of consciousness and understanding of the Diversity and Inclusion topics, to actively participate in the initiatives we will be launching, in order to fully experience our main value: the Respect towards People and the principles and codes of conduct here defined.

**Francisco Ruiz-Tagle E.**

*General Manager - CMPC Enterprises*


## II GUIDING PRINCIPLES OF DIVERSITY & INCLUSION IN CMPC

We hope that CMPC's culture will be marked by a constant development revolving around people, in which we promote respect, equal opportunities and the end of arbitrary discrimination within company's teams. Therefore we have defined the following guiding principles:

- **Care and Respect:** to accept, honor and cultivate differences between people, regardless of their condition, features and personal decisions, thus creating a safe environment inside work teams.
- **Objectivity:** to minimize subjectivity when making decisions that affect people, in order to eliminate possible biases.
- **Transparency & Integrity:** enhancing information provided to collaborators through communication and collaboration instances. Doing the right thing and communicating it.
- **Responsibility/Accountability:** promoting a broad sense of responsibility of each Leader and collaborator by sticking to conducts that promote diversity and inclusion.

## III DIVERSITY & INCLUSION CODES OF CONDUCT IN CMPC

- **We promote dignity and respect.** We do not tolerate intimidation, arbitrary discrimination, harassment or any kind of abuse. All types of arbitrary and discriminatory acts are prohibited. On the other hand, we embrace acceptance and universal respectful treatment within our teams.

- **We act with equity.** We make all decisions and take action when managing people considering their skills, their path, knowledge, merit and requirements of each position.
  - **We count on inclusive policies and practices in people management.** We call, recruit, develop, promote, train and compensate the best possible talent. We hope that none of our practices is biased and that they are coherent with our principles and policies.
  - **We foster inclusive and diverse working environments.** We look proactively for our teams to be a faithful reflection of the societies in which we operate, accomplishing those positive actions or the necessary adjustments defined in order to attract the best talents and to count on different points of view in every one of the company's teams.
  - **We value everyone's opinion.** We promote an environment where everyone feels they can express their opinion and be heard openly and respectfully, and for that there are many channels, both formal and informal, provided within the company.
  - **We are all responsible.** Every single member of CMPC and affiliates is responsible for building an inclusive and diverse culture, looking out for the consistent application of the guiding principles and codes defined in this policy.
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