



# HUMAN RIGHTS POLICY

YEAR 2022

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## Message

Human rights are fundamental rights every human being is entitled to without discrimination. As a universal responsibility, both States and enterprises have the mission and duty to respect human rights. They must also address the potential risks and adverse impacts that may cause a human rights violation when these are the result of their own activities and the activities of contractors and suppliers with whom they have established business relations.

CMPC is committed to a shared value creation model that is sustainable over time in which regard for human rights has a central role that consolidates the promotion of our Company's values and purpose. That is why responsible and committed actions in which human rights are respected across our businesses strengthen our ability to be a company within the forestry and paper sector that permanently strives to protect our associates, legitimize our relationship with neighboring communities and protect our extensive value chain.

This Human Rights Policy, together with our Corporate Integrity and Probity Policy, Diversity and Inclusion Policy, Code of Ethics and Environmental Policy, has the purpose of advancing the effective management of a corporate culture based on ethics, integrity and transparency, guiding the Company's actions in these aspects. Thus, our commitment is to ensure that human rights are protected in our operations and business relations, and not to be indifferent to potential impacts directly linked to our supply chains and operation territories. At the same time, we aim to do business with partners that share the same principles of respect for human rights.

Support and respect in the protection of human rights is an essential part of our purpose of Creating Natural Value.

**Francisco Ruiz-Tagle E.**  
General Manager, Empresas CMPC

## Introduction

Empresas CMPC S.A. and all its subsidiaries (hereinafter “CMPC”) are committed to conducting their business activities with the highest level of ethics and integrity, in accordance with the current legislations of the countries where they carry out their economic activities and with an extended focus on their value chain.

In this sense, respect for human rights becomes particularly relevant and inspires this Human Rights Policy (hereinafter “Policy”), through which CMPC seeks to express its commitment to the matter by placing it at the center of its value creation strategy, both in the short and long term. With this, it seeks to further consolidate its vision of sustainability, aligning this new Policy with CMPC’s corporate purpose – Create, Coexist and Conserve.

CMPC recognizes that human rights are relevant to a responsible business conduct. Through the Policy, CMPC aims to reflect its commitment to the respect for human rights. The foregoing falls within compliance with the United Nations Guiding Principles on Business and Human Rights, which through the “Protect, Respect and Remedy” framework establish the guidelines that companies must follow for a proper protection, guarantee and restoration of people’s rights against business activity.

Additionally, this Policy is inspired by the OECD Guidelines for Multinational Enterprises and Due Diligence Guidance, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and other internationally recognized guiding frameworks on the subject.

## Objectives

The purpose of this Policy is to declare CMPC’s commitment to respect the protection of internationally proclaimed human rights. It also establishes the fundamental definitions, areas of application and specific mechanisms for implementing this respect, as well as for identifying, managing and remedying any violation that may occur with a focus on the prevention and mitigation of potential risks.

## Fundamental Definitions

To CMPC, human rights are rights that are inherent to all human beings, regardless of their nationality, place of residence, sex, origin, ethnic background, color, religion, language or any other condition. They originate from the fact that all individuals have the right to life, freedom and personal security, and to be treated with dignity and without discrimination.

As stated in the Guiding Principles of the United Nations, human rights have three basic characteristics: they are interrelated, interdependent and indivisible. States are responsible for protecting them and companies for respecting them, acting in accordance with due diligence in order to prevent violations of the rights of others and establishing redress mechanisms for people who have suffered a negative impact on their rights due to business actions.

Thus, to CMPC, human rights are a fundamental responsibility and a central component of our way of doing business, as well as a reflection of the United Nations Global Compact principles.

## Scope of application

CMPC extends this Policy to all individuals or stakeholders exposed to real or potential impacts on their human rights as a result of actions related to its business activities, with particular attention to the most vulnerable groups, such as women, children, senior citizens, indigenous peoples, migrants and local communities.

Compliance with this Policy is mandatory for all persons working at CMPC, without distinction. We also expect third parties with whom we have a business relationship to share the same principles that inspire this Policy.

Given the above, at CMPC:

- We respect human rights, which govern the global conduct applied to all enterprises. This not only involves our own operations but our business relations as well, and thus, it stipulates a co-responsibility with all the companies or institutions that are part of CMPC's value chain.

- We look for ways to prevent the negative impacts on human rights that are directly linked to our operations, products or services, and prompt this preventive approach to pervade the various actors with whom we interact.
- We act in accordance with a continuous due diligence process based on a preventive approach that identifies risks before they materialize according to the nature and context of our operations and addresses the adverse impacts that may be generated.
- We establish legitimate complaint procedures, corrective measures and redress mechanisms that people can access in case of a negative impact on their human rights. To this end, CMPC makes its Report Line available, a confidential open channel for any person who wishes to report these types of impacts or potential risks.
- We strive to ensure that we are not indifferent to human rights abuses, whether directly or by omission.
- We promote an internal culture of respect for human rights based on the continuous promotion of this Policy and its principles, a systemic vision including various process control mechanisms, practices and relevant decision-making and supported by training and education tools.

Specifically, at CMPC, we assume a commitment that gives special consideration to the following human rights:

- We reject child labor and any other form of forced labor or human trafficking.
- We protect the health and safety of our direct and indirect associates, applying the highest standards in this regard.
- We defend diversity and condemn any abuse or arbitrary discrimination towards any associate inside and outside the company.

- **We offer equal opportunities and safe jobs with fair pay, considering gender equity, ensuring our employees' freedom of association and right to collective bargaining, and also providing training that enables our associates' development.**
- **We express absolute respect for the culture and traditions of indigenous peoples and their local development options.**
- **We seek to prevent, minimize and remedy impacts on the environment, ensuring an efficient use of natural resources, as detailed in our Environmental Policy.**



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