



# HUMAN RIGHTS POLICY EMPRESAS COPEC S.A.

December 2019

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## INTRODUCTION

Empresas Copec conducts its activities in a business environment seeking to encourage active cooperation with all stakeholders, in order to relate responsibly with the social and human development of the country.

Accordingly, the Company is concerned that its activities respect the human rights of its employees, and all its stakeholders.

This Human Rights Policy<sup>1</sup> brings together the principles that have guided the Company's actions in this area throughout its business history, where strict adherence to ethical principles, personal integrity and full respect for established standards have prevailed.

These principles guide the behavior of all members of the Company, so that the activities are conducted in accordance with high standards of corporate social responsibility, transparency and respect among people.

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<sup>1</sup> This Human Rights Policy was developed taking into account the existing national legislation and relevant international instruments.

## 1. PRINCIPLES

- a) Support and respect the protection of internationally proclaimed Human Rights.
- b) Respect the right of workers to join and organize a labor union freely and without fear of reprisals, in accordance with national legislation.
- c) Reject child labor in all its forms.
- d) Respect human dignity, rejecting discriminatory attitudes based on considerations of race, religion, gender, age, sexual orientation, nationality, civil status, disability, etc.
- e) Reject all forms of forced and compulsory labor.
- f) Create conditions for sustainable development, promoting safe work environments based on respect, honesty and teamwork, and seeking to reduce the risks for operations continuously and progressively.
- g) Meet existing legal requirements, and apply responsible standards in those cases where there are no applicable laws or regulations of the Company, in order to prevent all kinds of improper behavior.

## 2. COMPLIANCE PROCEDURE

The Human Rights Policy formalized herein is binding for the entire organization, including directors, senior executives, employees, advisors and outside collaborators.

Therefore, it is everyone's duty to inform the Company, through the Whistleblower Channel, of any conduct that is considered a violation of the principles of this Policy.

The Whistleblower Channel is confidential and operates through:

a) Website:

<https://empresascopec.eticaenlinea.com>

b) Regular mail addressed to:

Mrs. Empresas Copec S.A.  
Person in Charge of Offense Prevention  
Av. El Golf 150, Piso 17  
Las Condes, Santiago

c) Direct communication to the superior chief, who will refer the complaint to the Person in Charge of Offense Prevention

It is important to mention that any responsible complaint is a contribution to maintaining a high ethical standard in the Company, and under no circumstances will it be exposed to reprisals, nor to negative consequences.

### 3. APPROVAL AND CHANGES

This Policy was approved by the Board of Directors of the Company in a session held on December 19, 2019. In case of changes, the date of the meeting of the Board of Directors of the Company in which the change in question has been approved must be recorded in this section.

### 4. VALIDITY

This Policy is effective as of December 19, 2019 and will be valid indefinitely as long as the Company's Board of Directors does not adopt another resolution in this regard.

### 5. DISSEMINATION MECHANISMS

The full and updated text of this Policy will be made and kept available in the Company's website ([www.empresascopec.cl](http://www.empresascopec.cl)).