



EMPRESAS COPEC

FUNDAMENTAL RIGHTS

PROGRESS 2023



COMMITMENT AND GOVERNANCE

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

The Company has been part of the Global Compact since 2021, an initiative created by the United Nations to promote organizations to incorporate sustainability into their business, through the commitment to implement specific plans and programs around the principles of Human Rights, labor relations, environment and anti-corruption methods, in line with the 2030 Agenda and its 17 Sustainable Development Goals (SDGs).

Empresas Copec seeks to reflect its commitment to respect for Human Rights, framed in compliance with the United Nations Guiding Principles on Business and Human Rights. Likewise, the Company recognizes the ten principles of the Global Compact.

In that sense, Empresas Copec is a member of the Group of Leading Companies in Human Rights and the Global Compact Chile Network, that have worked to raise awareness and promote human rights management within organizations.

Furthermore, through its membership in Acción Empresas (representative in Chile of the World Business Council for Sustainable Development-WBCSD), the Company shares with the business world knowledge, experiences and best practices related to human rights and sustainable development.

It should be noted that Empresas Copec is part of the pioneering Group of companies of the Acción organization that is committed to accelerating progress in five key sustainability criteria: carbon neutrality; human rights – due diligence; inclusion – diversity; biodiversity, and transparency – reportability.



HUMAN RIGHTS POLICY

Empresas Copec has a Human Rights Policy, which brings together the principles that have guided the Company's actions in this matter throughout its corporate history, where strict adherence to ethical principles, personal integrity and full respect for established standards have prevailed.

These principles guide the conduct of each member of the Company, so that the activities carried out are done in accordance with high standards of corporate social responsibility, transparency and respect between people.

This policy was developed taking into consideration current national legislation and international instruments on this matter.

HUMAN RIGHTS POLICY



Spanish



English

PRINCIPLES

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

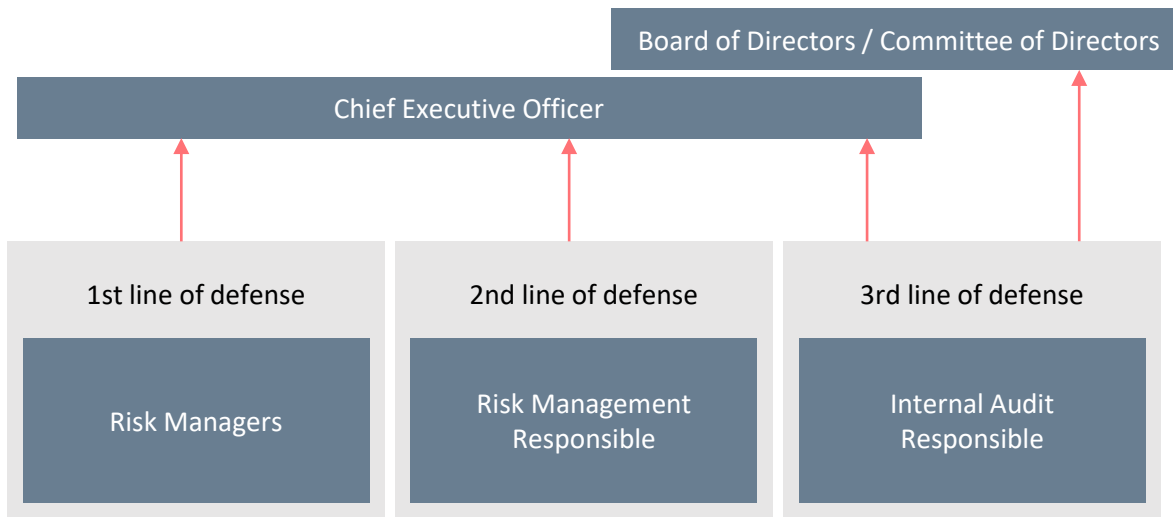


INTEGRATING HUMAN RIGHTS AND DUE DILIGENCE

IDENTIFICATION OF RISKS AND IMPACTS

The comprehensive risk management model is based on the international standards COSO ERM and ISO 31000, current legal regulations and best practices.

Risk management is carried out comprehensively at Empresas Copec, including the Board of Directors, Committee of Directors, Chief Executive Officer and the different units that make up the Company, linking with the Audit and Risk Management functions as follows:



The methods used to identify risks are aligned with those presented in ISO 31010 and correspond to structured interviews, brainstorming, base of materialized risks, environmental analysis, among others.

This process is carried out through work meetings with the participation of the Company's Management, together with experts in matters relevant to the business from which some risks could arise.

Annually, the Risk Function responsible coordinates a meeting with the members of the Committee of Directors, and those who consider necessary, to review the risk inventory from the previous year and apply changes if appropriate.

Once these activities have been carried out, the list of risks will be defined and will be uploaded to the computer system managed by Empresas Copec.















EXPANDED RISK MANAGEMENT SYSTEM

In accordance with the United Nations Guiding Principles on Business and Human Rights (UNGP), a human rights due diligence system is a continuous process, aimed at identifying and managing the risks and impacts associated with the development of its operations in all phases, taking into account the geographical and social framework and the characteristics of its supply chain.

The broad definition of modern human rights leads to great heterogeneity in issues and potential impacts. In this sense, the Company has a risk management approach supported by several subsystems and their procedures (for example, Compliance, Safety and Health, Environment, Purchasing, Cybersecurity, among others), that manage the matters for which they are responsible.

Annually, these subsystems are evaluated to ensure that they adequately cover the risk management model with their respective controls. The final goal is to facilitate autonomous and efficient management of each area, consistent with an integrated and transversal vision, which allows to integrate potential risks associated with some of the highest priority fundamental rights in risk management.

INTEGRATION OF MANAGEMENT SUBSYSTEMS

-  [Integral Risk Management Policy](#)
-  [Human Rights Policy](#)
-  [Diversity, Inclusion and Respect for the Individual Policy](#)
-  [Financing Policy](#)
-  [Community Contribution Policy](#)
-  [Sustainability Policy](#)
-  [General Information Security Policy](#)
-  [Conflict of Interest Policy](#)
-  [Antitrust and Competition Law Legal Compliance Guide](#)
-  [Offense Prevention Model](#)
-  [Code of Ethics](#)
-  [Supplier Code of Conduct](#)



INTEGRATING AND ACTING ON RISKS AND IMPACTS

IDENTIFICATION OF POTENTIAL IMPACTS

To identify real and potential impacts on modern fundamental rights, an initial exercise is being carried out based on the UNGPs, considering potential impacts and salient issues. As part of the bibliographic review, reference frameworks were consulted such as the Use and Application Guide developed by the Global Compact Network Management Team, and the Guide on Business and Human Rights in Chile by the Danish Institute of Human Rights and the Human Rights National Institute.

Matters with potential impact on human rights are those that could arise due to the nature of the business, the places in which it operates and other additional factors. From this initial list, the UNGP framework establishes a series of criteria to determine which are priority or salient issues. The framework considers the probability of occurrence of the impact, as well as the magnitude of the relevance of an issue, which is defined by several factors, the three main ones being the following: severity, scope and remediation. Likewise, the framework distinguishes the degree of connection or role of the company: it causes it, contributes to causing or is directly linked.

Considering these general guidelines, Empresas Copec classifies stakeholders as direct and indirect, according to the dependence they maintain on the Company and its subsidiaries. The first are those that, due to their work, have a direct impact on the management of Empresas Copec, as the parent company of an investment group, while the indirect ones have a relationship through the impact on the activity of the operating subsidiaries.

Stakeholders	Relationship	
	Direct	Indirect
Shareholders and investors	X	X
Employees	X	X
Suppliers and contractors	X	X
Civil society	X	X
Community		X
Clients and consumers		X



According to the UNGPs, once potential impacts and salient issues have been identified, measures must be activated to prevent and mitigate them. Below are some examples of how Empresas Copec integrates the management of respect for fundamental rights in relation to two priority interest groups:

Stakeholders	Guidelines	Potential impacts
Employees Direct and indirect relationship	<p>Maintaining a good relationship with collaborators is essential for long-term success. Fluid communication and correct management are sought to promote work environments based on respect, honesty, professional quality and teamwork.</p> <p>It also seeks to prevent work accidents and possible occupational diseases.</p> <p>The Company ensures the human development of all its members, encouraging diversity, collaboration and continuous training in sustainability and compliance with legal regulations on freedom of association.</p>	<ul style="list-style-type: none">• Working conditions• Occupational health and safety• Equality and non-discrimination
Community Indirect relationship. Each subsidiary is related according to its business model.	<p>Companies seek to carry out their activities in a harmonious manner with the society and environment, taking charge of preventing and mitigating possible negative impacts generated by their activities.</p>	<ul style="list-style-type: none">• Relationship with indigenous peoples• Environmental impacts

BEST PRACTICE WITH EMPLOYEES



Process: People Management

Human Right: Right to mental and physical health.

Right holder: Employees.

Control activity: To establish training programs that stimulate the training of employees with special emphasis on knowledge of the risks to which they are exposed.

Responsible/Area: Joint Health and Safety Committee

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT EMPRESAS COPEC

The safety and health of employees is a priority goal of Empresas Copec. The Company's Joint Hygiene and Safety Committee, together with the support of experts from the Asociación Chilena de Seguridad (ACHS), are responsible for continuously identifying all the dangers of accidents and occupational illness that could arise as a result of collaborators carrying out their work, generating a Hazard Identification and Risk Evaluation Matrix (MIPER, by its Spanish acronym).

Additionally, it describes what control or preventive measures should be applied, whether engineering (protection systems/sensors), administrative (work procedures) or personal protection equipment. All of this is formalized in a document defined as the Obligation to Inform (ODI), which is disseminated to all collaborators.

Regarding preventive measures, the Company annually carries out several training sessions for employees with the aim of reducing workplace accidents, including first aid courses, defensive driving, use of fire extinguishers, among others.

It should be noted that, as a result of occupational health and safety management, at an individual level, Empresas Copec maintained its statistics of zero accidents and fatalities.

WORK FLEXIBILITY AND PARENTAL CO-RESPONSIBILITY

COPEC S.A.

BEST PRACTICE WITH EMPLOYEES

COPEC



Process: People Management

Human Right: Right to protection family assistance – Right to family life

Right holder: Employees.

Control activity: To establish integration programs through inclusive activities, benefits and workshops that favor diversity.

Responsible/Area: Human Management Unit

Copec employees are key stakeholders for the company and an important challenge in terms of culture is adapting to new forms of remote work, without losing closeness and sense of belonging.

In 2021, Copec worked on a distributed team model, with the support of external consulting. This hybrid work modality allows combining remote work days with others in which in-person work will be carried out, which has been seen as a best practice in different industries and allows Copec to implement a long-term work scheme that is capable to balance two fundamental elements:

- Maintain presence to foster a sense of belonging, personal relationships, collaboration and the company's own cultural factors.
- Have the flexibility to work and coordinate teams, improving the quality of life of workers and maintaining the success of management by objectives.

Additionally, the company has a flexible postnatal period, which reduces mothers' working hours by two hours until the son or daughter is two years old, in addition to giving fathers five additional working days to the postnatal period provided by law.

This type of initiative impacts more than 1,300 workers (32% women as of 2022) and made it possible to achieve 100% reintegration of mothers in 2022.

BEST PRACTICE WITH THE COMMUNITY

arauco



Process: Environment

Human Right: Right to a healthy environment

Right holder: Community and workers.

Control activity: To establish procedures that regulate and control the environmental conditions of the industrial operations carried out. Likewise, prevention programs must be developed to promote environmental care and the community in general.

Responsible/Area: Corporate People and Sustainability Management

AIR QUALITY MONITORING CELULOSA ARAUCO Y CONSTITUCIÓN S.A.

ARAUCO obtained a favorable rating from the Environmental Impact Study of the “[Arauco Plant Modernization Expansion](#)” Project (MAPA by its Spanish acronym) in 2014, which considered the execution of different monitoring studies, including aspects related to air quality, marine and river environment, effluents, among others.

Linked to its operations and communities, the subsidiary carried out a campaign to measure air quality and meteorological parameters in two populated areas surrounding the company's facilities, one in Carampangue and the other in Laraquete, in Arauco, Biobío Region, in order to comply with the requirements of Exempt Resolutions No. 170/2006 and No. 125/2008.

It should be noted that the work team responsible for the sampling, control, data analysis and report preparation activities is made up of professionals from SERPRAM S.A., a company that is an expert in environmental services and certified as a Technical Environmental Enforcement Entity (ETFA), specialized in the areas of air quality monitoring, measurement of fixed sources and certification of CEMS systems.

The results were positive, given that when comparing the data obtained with the Air Quality Standards, in the last three years of continuous monitoring (2020–2022), there is compliance with Chilean legislation for measurements of atmospheric pollutants; Supreme Decrees No. 12/2021 (MP-10), No. 104/2019 and No. 22/2009 (SO₂) Secondary southern zone, No. 112/2002 (O₃), No. 115/2002 (CO) and N °114/2002 (NO₂).

It should be noted that this monitoring practice is carried out at all ARAUCO plants.

MONITORING SYSTEM

COMPLAINT MECHANISMS

Empresas Copec has a confidential and anonymous communication channel so that any person who has information about an act or fact that constitutes a violation of Law No. 20,393 and its amending laws, or a conduct that deviates from the principles established in the Code of Ethics – Principles and Values of the Company, the Human Rights Policy or the Diversity and Inclusion Policy, by its staff, or by entities that relate to it, report directly to the Offense Prevention Officer.

The reporting channel is called “Hotline” and is available in Spanish and English. It is important to highlight that the link is available on the corporate website, investors' page and the Company's intranet, and that training is carried out for collaborators to inform and promote the use of the line.

 <https://empresascopec.eticaenlinea.com/>

PROCESSING THE COMPLAINT

Reports received by email, as well as those received by regular mail, will be forwarded to the Offense Prevention Officer.

Once the complaint is received, and in accordance with its merit, the Offense Prevention Officer must promptly carry out a preliminary investigation, gathering the pertinent background information, to immediately bring everything to the attention of the Ethics Committee, in order to agree on the courses of action to follow.

The course of action to follow includes:

- Collect information about the reported event.
- Interview the personnel involved in the complaint.
- Analyze the information obtained through collection and sustained interviews.
- Document the research carried out, procedures and tests carried out, and the results obtained.
- Conclude about the research carried out.
- Propose corrective measures that can be recommended.



MONITORING SYSTEM ANALYSIS

EMPRESAS COPEC AND SUBSIDIARIES 2022

166

TOTAL NUMBER OF DENOUNCES RECEIVED (THROUGH ANY WHISTLEBLOWER CHANNEL)

155

NUMBER OF REPORTS INVESTIGATED AND RESOLVED

19

NUMBER OF LAYOFFS DUE TO INVESTIGATED DENOUNCES

41.6%

OF DENOUNCES RELATED TO THE CODE OF ETHICS

6.0%

OF COMPLAINTS RELATED TO SEXUAL AND NON-SEXUAL DISCRIMINATION AND HARASSMENT.

22.9%

OF COMPLAINTS RELATED TO CRIME PREVENTION MODEL

74.4%

OF EMPLOYEES COVERED BY EACH COMPANY'S CODE OF ETHICS (OR CONDUCT)

77.9%

OF EMPLOYEES SIGNED WRITTEN/ DIGITAL CONSENT

63.0%

OF EMPLOYEES TRAINED DURING THE YEAR

SENIOR MANAGEMENT RESPONSIBILITY

The role of the Ethics Committee is to advise on ethics matters; to define and promote the values and behaviors that are encouraged in the Code of Ethics; propose to the Board of Directors the updates and modifications to said Code, and support the Offense Prevention Officer in the different control activities that carries out, mainly in the process of identification and analysis of complaints that apply to the Offense Prevention Model, the determination of investigations and the possible application of sanctions in this regard.

At a consolidated level, 166 complaints were received through the reporting channels of Empresas Copec and its subsidiaries in 2022. These complaints are classified as corruption and bribery; discrimination and harassment; customer data privacy; conflicts of interest, and money laundering.



PROGRESS AND COMMITMENTS IN OPERATING SUBSIDIARIES



ENERGY SECTOR

Copec markets and distributes fuels and lubricants through the most extensive network of gas stations in the country. In addition, it sells products in convenience stores and digital channels, delivers electric charging services, and markets renewable energies. This is possible thanks to a network of more than 1,300 direct collaborators, 16 thousand operators, 5 thousand contractors, 4 thousand suppliers and more than 881 thousand clients served on average per day, so its impact on compliance with Human Rights is key to the well-being of society and its workers.

In 2023, the subsidiary is carrying out a Human Rights Program with an external consulting company, with the goal of determining how its operations impact different Human Rights throughout its value chain. This program includes three stages:

STAGE 1: Information Gathering and Diagnosis

- Identification of best practices and risks
- Copec and value chain
- Use of empirical methodologies
- Baseline report

STAGE 2: Human Rights Program Design

- Prevention, mitigation and repair
- Communication and crisis management protocols

STAGE 3: Implementation of the Human Rights Program

- Operational implementation
- Culture, knowledge and practices

The information collected from the process will address:

- ✓ Facts constituting severe abuses, in accordance with International Human Rights Law.
- ✓ Special protection groups, according to the local context and the recommendations of international human rights protection mechanisms.
- ✓ Inter-American contexts of special attention, based on the doctrine and jurisprudence of the Inter-American Commission and Court on Human Rights.

The information collected will make it possible to detect the real and potential impacts of Copec on different Human Rights, which will inform the design of a program for the prevention, mitigation and repair of human rights risks.

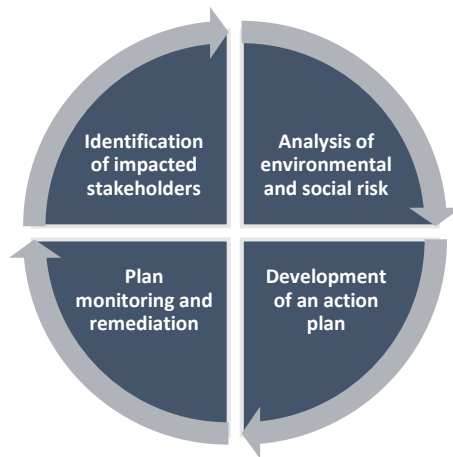
This program considers the development of a culture of respect for human rights in the company's internal operational practices and in the management of senior management.

FORESTRY SECTOR

ARAUCO and its subsidiaries have a Human Rights Policy that refers to their commitments to these, in line with the statements in the United Nations Universal Declaration of Human Rights in all its operations and activities. It has seven principles that include ARAUCO's commitment and responsibilities in relation to Human Rights and especially those that are most related to its business activity.

For ARAUCO, this commitment is essential in its relationships with its workers, in business relationships with clients, suppliers and contractors, and in the company's links with the communities surrounding its operations.

In this sense, and in order to identify potential risks of violation within its operations and establish mechanisms to mitigate said risks in its value chain, the company carries out several initiatives aimed at continuous improvement in different areas, including how to manage the link with the different social players that are part of the scope of action.



The company's activities are distributed over a wide territory, so it is relevant to be able to manage and monitor the impacts and commitments of its operations. In particular, ARAUCO's Local Development Strategy defines the importance of promptly preventing and mitigating the social impacts of operations, and managing differences or conflicts with neighbors in good faith.

ARAUCO'S MAIN STAKEHOLDERS



Direct employees



Contractor companies



Communities in the areas of influence



Mapuche communities



Shareholders

Dialogue, Participation and Consultation

The company has professionals in the field who interact every day with neighbors of its operations and who are the counterpart of communities, localities and neighbors, with whom it is possible to directly address any situation that arises as a result of its operations.

Complaint Management and Conflict Resolution System (800 Line)

ARAUCO has an Integrated Management System, which operates through a call center and a web platform that receives and manages communications coming from web pages, toll-free telephone lines, by letter and through the complaint form available to third parties. This tool operates with a special protocol that allows for exhaustive monitoring, to respond in an appropriate and timely manner to the situations raised.

It should be noted that ARAUCO has a [Hotline](#) in all the countries where it is located, operated by Deloitte, an independent company responsible for guaranteeing the confidentiality of the information.



ENVIRONMENTAL AND SOCIAL RISK ANALYSIS

ARAUCO's Environmental and Social Risk Analysis (ARAS by its Spanish acronym) is a tool that allows the assessment of the environmental and social aspects associated with an operational site. The analysis considers the general background of the site(s), the identification of communities in the area of influence and the identification of aspects associated with: communities (assets, intakes, sites of social interest, previous conflicts, etc.), public infrastructure, connectivity, easements, biodiversity, among others.

After the identification of the aspects, measures are defined to prevent or mitigate the environmental and social impacts detected and the corresponding deadlines and those responsible for their implementation.

ARAUCO has defined that ARAS be carried out in the following activities:

- Road strips
- Road construction
- Production, collection and transportation of gravel
- Thinning
- Harvest
- Transport
- Exploitation
- Biomass production and transportation
- Chemical applications
- Conglomerate
- Interface
- Fuel reduction

Notwithstanding the above, and if necessary, Community Participation and Consultation processes are carried out, spaces for engagement with interested parties in order to communicate and agree on the preventive/corrective measures resulting from the operations may require the preparation of ARAS for other sites.

The commitments associated with the ARAS are monitored through the Environment and Communities Unit, which reports to the Integrated Management Council (CSGI) on the progress and closure of these issues.

With the information recorded on the aspects raised and the measures implemented, the company carries out periodic analyzes in order to update its Matrix of Aspects and Impacts and the control measures in its Integrated Management System, for its management.

COMMUNITIES IN AREAS OF INFLUENCE

For the 2022 period, a total of 911 sites required Environmental and Social Risk Analysis (ARAS) and 237 Community Participation and Consultation processes were associated with them. The above triggered during the year 2022: 956 operational commitments (for example: road maintenance, freight restrictions, among others) and 212 non-operational commitments, associated with issues of community interest (for example: request for contributions for improvement of inner roads in the communities, infrastructure, community activities).

In 2022, ARAUCO continued with the implementation of participatory monitoring, a tool that allows permanent and systematic interaction with neighbors with the goal of conducting a perception survey regarding compliance with both operational and non-operational community commitments. Through this methodology, 100% of the current consultations monitored throughout 2022, where the objective is to ensure compliance with commitments and detect deviations in time to correct them in a timely manner, achieving peace of mind for neighbors and continuity for the operation.

SOCIAL MANAGEMENT PLAN

This Plan's main objective is to build and maintain permanent relationships of trust with those interest groups that coexist daily with forestry activity, seeking to preserve and create social value.

FEATURED CASE



Communities in the areas of influence

RIGHT TO QUALITY EDUCATION

For ARAUCO, education has a transformative power in society that provides freedom to people, balances their opportunities, contributes to reducing the poverty gap and acts as the country's main driving force. Along these lines, the company seeks to contribute to improving its quality, through programs at the school and technical level.

In this context, Arauco Educational Foundation was born in 1989, with the goal to support public education and access to culture, strengthening the capabilities and practices of leaders and teachers, understanding that their training positively impacts the learning of their students, to provide greater opportunities to girls, boys and young people from the most vulnerable sectors. Since then, the Foundation has carried out educational and cultural improvement programs in the regions of Maule, Ñuble, Biobío and Los Ríos.

To implement teacher improvement programs, the Foundation establishes public-private partnerships with the Ministry of Education and the municipalities, carrying out work with the contribution of all the players involved. In its 32 years, the foundation has been present in 34 municipalities, reaching 5,730 trained teachers, more than 650 participating schools and 120,148 benefited boys and girls.

The objectives of the foundation have been to improve opportunities, so that all children can display their full potential, learn and develop so that they can be builders of their future; strengthen teaching work, thinking that all schools, together with their teachers and directors, boost their capacities and practices, through collaborative work and joint learning; and network, so that learning cultures are generated in the communities that help connect, create networks and collaborate.

On the other hand, with the conviction of generating real alternatives for professional technical training, Campus Arauco emerged in 2016 through the strategic and unprecedented alliance between ARAUCO and Duoc UC, betting on a model that brings education closer to practice, favoring learning and linking with the work of productive activities in the area, while being the first applied education center in the country.

It is a unique space in the province of Arauco, with an previously inexistent offering in the area, that allows training top-level technicians.

With this project, the company can contribute to providing a solution to a social need, and it is also a way to improve its competitiveness. This is because in addition to the technical careers taught under the dual education model, it is a Training Center for some of the training programs for ARAUCO workers, aiming at continuous training, career development and labor market expansion.

This center has eight courses taught (three dual) and to date has more than 650 trained and graduated students.

This training center is a key institution to respond to the needs of the industry in the Province of Arauco, by providing more education, training and employment options, allowing hundreds of young people from the region to join more productively into a labor world that needs them, and learn closer to their history, community and environment.

Its infrastructure of more than 2,500 square meters was built with noble and renewable materials, such as wood, and designed under the concept of integration with the environment, providing students with a place that complements their education.

FEATURED CASE



Mapuche
communities

MAPUCHE RELATIONSHIP

As a living and dynamic culture, indigenous peoples deserve deep respect. In our relationship with them, ARAUCO promotes mutual knowledge, channels of participation and ongoing dialogue, fosters relationships with neighbors, while building long-term relationships of trust that allow to open paths for mutual development.

The company has a Mapuche Relationship Policy established in 2012, which laid the foundations for the relationship with the surrounding communities around five commitments:

- Promote commitment and learning of the culture.
- Maintain ongoing dialogue processes to identify impacts, concerns and opportunities.
- Identify, protect and provide access to sites of religious, cultural and economic interest on the company's property.
- Know and manage land requirements.
- Seek dialogue practices to manage controversies considering elements of culture.

Five years later, the Mapuche Consultative Council was also created, a high-level reserved body that, together with other players from the regions that have an impact on the issue, seeks to address contingent and strategic issues related to Mapuche communities.

Based on work with the Consultative Council and led by the Association of Mapuche Communities of Loncoche, we developed the Künü project, a ceremonial space that honors parliaments and the tradition of dialogue, seeking to generate gathering and dissemination of the Mapuche identity, as well as a space for dialogue and encounter, promoting interculturality and harmonious relationships between those who visit and share.

MAPUCHE PROGRAM

The Mapuche Program consists of a special relationship policy that aims to design and implement development experiences and shared value with the more than 375 communities with which ARAUCO is linked. This is how we work on several initiatives under the wing of a Mapuche Consultative Council.

Another initiative that has been developed to contribute to the daily management of Mapuche communities is the Wild Pantry Program, which provides support to small landowners for the collection of non-timber forest products.

Additionally, ARAUCO's management involves a series of actions towards the communities, also to strengthen the relationship with the Mapuche people through mutual understanding and the search of benefits for both parties. Based on the above, the company developed a training program for workers and contractor companies that allows for a better and deeper understanding and connection.

It should be noted that, since 2012, ARAUCO promotes employability through the Mapuche Employment Stimulation Policy.

To know the axes of the program, see next page.



AXES OF THE MAPUCHE PROGRAM

PROMOTE KNOWLEDGE AND LEARNING OF ARAUCO

+160 people trained in the Intercultural Training program

MAINTAIN ONGOING DIALOGUE AND CONSULTATION PROCESSES

375 Mapuche communities linked to ARAUCO

Since 2013, more than 250 Mapuche consultations have been held and a mechanism to stimulate local Mapuche employment has been created with 95 hired workers.

IDENTIFY SITES OF RELIGIOUS, CULTURAL AND ECONOMIC INTEREST

51 areas of High Cultural Conservation Value, which we co-manage with the communities.

Together with the Association of Mapuche Communities of Loncoche, an infrastructure called Künü was designed, which seeks to recreate a traditional space for meeting and dialogue, while promoting interculturality.

Restoration in the Nahuelbuta mountain range and significant water courses for the communities.

KNOW AND MANAGE LAND REQUIREMENTS

+ 5 thousand hectares transferred to communities via Conadi since 2014

+9 thousand hectares with sales commitment

SEEK DIALOGUE PRACTICES AND CONSULTATION, DISPUTE RESOLUTION AND MANAGEMENT MECHANISMS

ARAUCO seeks a relationship with the Mapuche people based on dialogue, mutual understanding and the search for benefits for both parties. As a company, we seek to respect traditions, culture, language, sacred places and implement a culture within ARAUCO that takes care of the need for a healthy coexistence with its Mapuche neighbors, Mapuche workers, Mapuche suppliers and all Mapuche world with whom they interact every day.

