

HUMAN RIGHTS AND COMPANIES POLICY

AT COLBUN WE ASPIRE TO BE A LEADING COMPANY IN THE ENERGY INDUSTRY AND WE ARE CONVINCED THAT CREATING AND MAINTAINING GOOD LONG-TERM RELATIONSHIPS WITH OUR EMPLOYEES AND DIFFERENT STAKEHOLDERS IS FUNDAMENTAL FOR FULFILLING OUR STRATEGY. THEREFORE, WE ARE COMMITTED TO COLLABORATING IN THE BUILDING OF A CULTURE THAT CONSOLIDATES RESPECT FOR HUMAN RIGHTS.

THIS POLICY IS COMMUNICATED TO THE EMPLOYEES, CONTRACTORS, DIRECTORS OF COLBUN AND SUBSIDIARIES, THEREFORE, WE ARE ALL RESPONSIBLE FOR OBSERVING AND COMPLYING WITH THE PRINCIPLES DESCRIBED BELOW.

GENERAL PRINCIPLES

- **We ratify our commitment** to the promotion and respect of the UN Sustainable Development Goals and the Guiding Principles on Business, and United Nations Human Rights, understood as a guide for business activity within the limits of the objectives social and legal order of the country.
- **Freedom of Association:** We respect freedom of association, union freedom and the right to collective bargaining.
- **Occupational Health and Safety:** We promote working conditions that allow our workers and contractors to function in healthy, safe and reliable work environments, managing risks, training and demanding the required skills from the people who work with us.
- **Labor Rights:**
 - i) We promote unrestricted respect for labor law, as well as we disapprove of forced labor, another form of work that violates the dignity of people. We in particular reject child labor and the violation of the rights enshrined in the Convention on the Rights of the Child.
 - ii) We foster an environment of inclusion within the Company, promoting the diversity of people and thoughts, while rejecting any type of arbitrary discrimination based on race, gender, sex, age, disability, marital status, family responsibility, association, religion , political opinion, nationality, sexual orientation and social origin or any other condition.
 - iii) We privilege good treatment, we act with respect, responsibility, fairness and transparency in our labor relations.

- **Respect for local communities:**

i) Every time we carry out a project, we interact with the surrounding communities with the aim of generating trust, opportunities and a future. This is a relationship that is maintained throughout the operation of the facility, in permanent dialogue with the communities.

ii) We strive to adopt measures to safeguard the safety of communities, as consequence of our operations.

- **Land Law:** We respect the property rights of third parties over the lands located in the surroundings of our projects, in accordance with the current institutional framework. In event that our projects require the transfer of people, this will be executed in accordance with the law, making the best efforts so that there is an agreement of all parties.

- **Water and Environment:**

i) In the exercise of our water rights, we consider sustainability criteria within the current legal framework.

ii) We promote a healthy, balanced and safe environment in our operations, seeking the sustenance and continuity of the environment for future generations.

- **Corruption:** We recognize that corruption is one of the factors that undermines institutions and democracy, ethical values and justice, and the well-being and development of society. Therefore, we reject corruption in all its forms.

- We identify and evaluate, according to the annual work plans, the potential impact on the human rights of workers, contractors and communities, **managing risks** and implementing prevention, control and mitigation measures, as appropriate.

- We have available our Complaints Line (<https://www.colbun.cl/linea-denuncia>), which is accessible so that any interested person can report possible violations of this policy. This includes the option to make complaints anonymously and we have systematic processes that allow us to ensure timely management of them, guaranteeing their confidentiality.

- We will be promoters that our contractors and suppliers ratify their commitment to the promotion and compliance with the principles described in this Policy.

- We have the vision and desire to operate in several countries, adjusting to the current legislation of each one and to the best practices of the industry in Human Rights.

The principles and values that guide Colbun's management in terms of Human Rights are also regulated in other documents of our regulatory system, such as the Code of Ethics, Sustainability Policy, Community Relations Policy, Supply Policy, Code of Conduct for Suppliers, Diversity and Inclusion Policy, People Management Policy, Safety, Occupational Health and Environment Policy, Donations Policy, Policy for the Procurement of Goods and Services Provided by "Politically Exposed Persons" (PEP), Prevention Model of Crimes and the Internal Regulation of Order, Hygiene and Safety of the Company

José Ignacio Escobar T.

CEO Colbún