

# Employee Management Model

## Occupational Health and Safety

We are committed to protecting the life and health of our employees and company collaborators. We seek to promote programs and policies that foster safe work and look after the wellbeing of our staff. Our policies are coherent with the objective of having a good life quality.

## Management of Work Relations

We care about building good work relations with our employees and their representatives, through continuous relating, and having transparent, fluent communication.



## Workers

We are 'one energy' in Colbún and seek to be the most attractive place to work in the electrical sector. This is why we care about our employees, managing work relations from the start, making people feel valued and offering them opportunities to develop their skills, aside from providing them necessary conditions for safe work. All this is done with Colbún's personal seal.

## Development and Management of Human Resources

We seek to be an organization that attracts the best professionals and where there is a sustained positive work environment that makes people feel valued and enables them to develop according to their skills. For this, we count on programs that strengthen the abilities of our staff.

## Colbún's seal

To develop the identity that characterizes us as an organization, with the values and principles that make us unique. It is a cornerstone in the strategy of the company.

# Employee Management Model

## Occupational Health and Safety

### Culture of safety

- Training
- Improvement of safety standards
- "Zero Fatality" Protocols
- Low Accidental Rates
- Innovation platform for Security

installations  
Colbún

### Health Program

- Healthy Living Program
- (Measurement of the physical fitness of workers)
- Prevention of occupational diseases (Healthy environment and quality of life)

### Quality of Life Program

- +Energy + Quality of Life (recreational activities and physical activity)

## Work Relations

### Benefits and Compensations

- Administration of Benefits
- Compensation Management.

### Administration

- Administration of the self-service system of the employee.
- Management of remunerations, bonuses, medical licenses.

### Collaborative union relationships

- Collective Negotiations
- Permanent relationship with leaders and representatives.
- Training in trade union practices

## Management and Development of Human Resources

### Recruitment, selection and training

- **Diversification of recruitment sources**
- Training program (E-learning, kit, and plant visits)

### Performance and Professional Development

- **Internal mobility program**
- Integrated assessment system (bottom-up assessment, internal service, management of poorly assessed services)
- Leadership program and succession planning.

### Talent Management and Training

- **Training program: technical plans, pre-graduate and post-graduate scholarships**
- Skills Management
- Internal knowledge management

### Work Environment

- **Measurement of work environment**
- Conciliation work and family
- Acknowledgement

## Colbún's seal

- **Internal culture:** Consolidation of identity and corporate lining, internal campaigns, internal activities.
- **Management of Internal Channels:** Strengthening and updating of current media.
- **Ethical Management**

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