# Our Global Commitment on Discrimination and the Prevention of Sexual Harassment, Workplace Harassment and Workplace Violence

At Enaex, **our purpose is to Humanize Mining** which includes fostering a respectful and dignified work environment. We are dedicated to rejecting all forms of discrimination, sexual harassment, workplace harassment, and violence. We aim to ensure that all our collaborators and stakeholders experience a safe and respectful workplace. This commitment is designed to complement, not replace, local and international laws. It aims to foster a professional environment free from inequality, injustice, and mistreatment.

**This commitment applies** for all directors, managers, senior executives and, in general, for all employees of Enaex S.A., subsidiaries and employees of service providers.

Each Enaex subsidiary has its **Whistleblower Channel and Whistleblower Procedure**, allowing employees and external stakeholders to report inappropriate conduct. These channels are available on the company's public website.

The terms relevant to this commitment are defined below[1].

**DISCRIMINATION:**

We reject discrimination based on gender, race, age, ethnicity, nationality, sexual orientation, physical or mental disability, religion, political opinion and industry/union affiliations, or other attributes signaled by international or local laws.

**SEXUAL HARASSMENT:**

Sexual harassment is conduct in which an individual improperly makes, by any means, requests of a sexual nature that are not consented t o by the recipient and that threaten or harm his or her employment situation or employment opportunities. Sexual harassment involves unwelcome sexual advances, requests for sexual favours or other verbal, nonverbal or physical conduct of a sexual nature, such as sexual comments, physical approaches, touching, hugging, kissing or attempts to do so. The essential characteristic of sexual harassment is that it is unwanted and unaccepted by the receiver.

[1] These definitions were based on the Convention No. 190 of the International Labour Organization and Chilean Law No. 21.623.

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**WORKPLACE HARASSMENT:**

Any conduct that constitutes aggression or harassment exercised by the employee or by one or more workers, against one or more other workers, by any means, whether it is manifested once or repeatedly, and that results in the affected worker(s) being undermined, mistreated or humiliated, or that threatens or harms their employment situation or employment opportunities. Workplace harassment, in addition to physical aggression, includes psychological harassment, emotional or mental abuse, by any means, whether it threatens the employment situation.

**VIOLENCE IN THE WORKPLACE EXERCISED BY THIRD PARTIES OUTSIDE THE EMPLOYMENT RELATIONSHIP:**

These are those behaviours that affect workers, on the provision of services, by clients, suppliers, users, visitors, among others.

**UNCIVIC BEHAVIOR:**

Incivility encompasses discourteous or rude behaviour that lacks a clear intent to harm, but conflicts with mutual respect standards. It often arises from neglect societal norms. Discourteous behaviour can be perpetuated and generate situations of hostility or violence that need to be eradicated from the workplace.

**SEXISM:**

It is any expression (an act, a word, an image, a gesture) based on the idea that some people are inferior because of their sex or gender.

We commit to continue developing and strengthening our policies, procedures and ongoing training on these matters. For further detail on training please refer to our Corporate Sustainability Report and Annual Memories.