Enaex
STRONGER BONDS

Community Engagement

ENAEX STRATEGY

JUN
2021

OUR PURPOSE

COMMUNITY ENGAGEMENT

To ensure operational continuity of the business by an actively engagement with our nearby communities because they are a fundamental part of Enaex sustainable development.

Therefore, we want to be:

- Recognized as a Company which is committed to their values and polices, specially regarding the environment, safety and openness.
- Recognized as a positive entity of change by community residents through specific actions and activities that create social and capital value to them.

SUSTAINABILITY TEAM

The rol at Enaex Group

1

TO COORDINATE

We will be following up sustainability initiatives from in each BU, seeking for them to be aligned with the strategic objectives of the company.

2

TO GIVE SUPPORT

As an expert team, our commitment is to keep looking for best practices to follow and support each BU to generate initiatives and also to search the best methodologies that help you to bring out the most value from them.

3

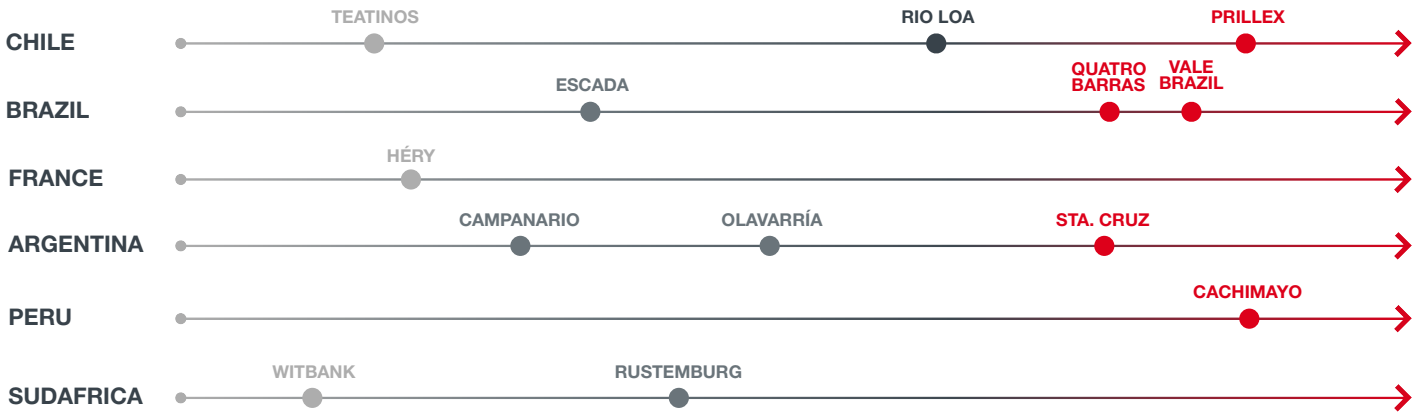
TO GIVE THEM NOTORITY

By leading the Sustainability Committee we will communicate to the VPs the most remarkable achievements of each subsidiary, thus allowing the exchange of best practices and continuous improvement.

GLOCAL DRIVER

Initiatives to develop at each site will be driven by local needs but pursuing the shared value model.

FACILITY ROLE	DISINTERESTED GIVER			ENGAGED PROBLEM SOLVER
ALIGNMENT TO CORE BUSINESS	PHILANTHROPY	ALIGNED PHILANTHROPY	CORPORATE SOCIAL RESPONSIBILITY	SHARED VALUE MODEL +
	• Donations, typically cash or gifts.	More strategic philanthropy • I.e. applying expertise, talent and other resources to serve as a catalyst for involvement.	• Being a good neighbor. • Social investment is much higher connected to both stakeholder engagement and risk management.	More strategic philanthropy • Rather than competition among multiple players.



LINES OF ACTIONS TO CREATE SHARE VALUE MODEL

STRONGER BONDS

- Keeping a proactive and transparent dialogue.
- Procuring activities that involves families or relatives from critical Stakeholders.
- Establishing and keeping our commitments.

SHARING OUR BENEFITS

- Participatiing of activities from the community.
- Engaging and respond to the deepest needs and concerns from the community .
- Leveraging with other important actors of the community to get better and higher results.

MANAGING OUR IMPACTS

- Being Proactive on Comunicating our good practices.
- Being proactive regarding our envronmental impacts.
- Sharing our best practices on Safety and Health.

5 STEPS MODEL

Proposed to develope at each BU's

What the BU's have done by now?

1 STAKEHOLDER MAPPING

Identifying and prioritizing main stakeholders at each site, selecting specifically designed engagement mechanisms.

2 ENGAGEMENT STRATEGY

Set vision and level of ambition for future engagement, review past engagements and focus on long-term goals to drive the approach.

3 PREPARATION

Set the main alignment at Steering Committee and get best practices input from the other Sites.

4 IMPLEMENTING PLAN SITE

Conduct the engagement itself, ensuring all actors participation and remaining focused on priorities.

5 MEASURE IMPACT FOLLOW UP & FEEDBACK

We are going to explore and apply a methodology to measure the impact of the initiatives on the community.

COMMUNITY ENGAGEMENT PROJECTS 2020-2021

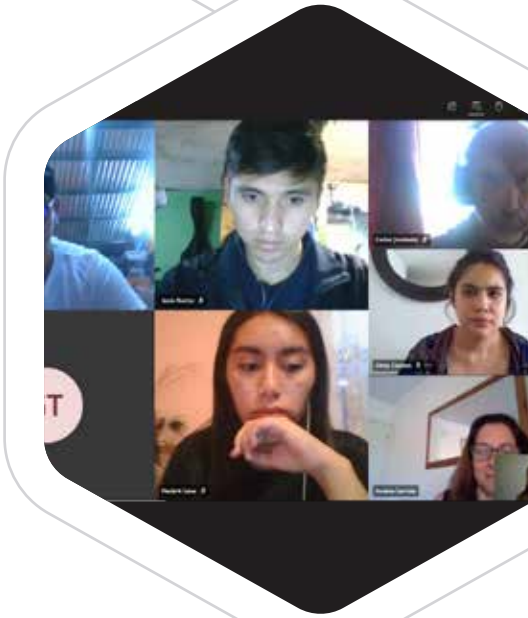
CHILE - CORPORATE ENAEX

Dual Education Program

Our purpose is to generate shared value for Enaex and the communities where we operate, through an innovative and excellent Dual Education program that promotes the integral development of the young students who participate in it.

Objectives

1. Having a single, common, global project that generates value for stakeholders.
2. Reducing all existing gaps as much as possible, to ensure employability and/or continuity of studies for the dual youth.
3. Transforming the Dual Education Program into a solid community engagement tool.



The program has been in place in the company for more than 15 years. In 2020, it was given a new focus, a look at the executive level, so the Vice-Presidency of People and Sustainability generated an organic work plan for the dual teams located in the Rio Loa and Prillex plants, in Calama and Mejillones, respectively.

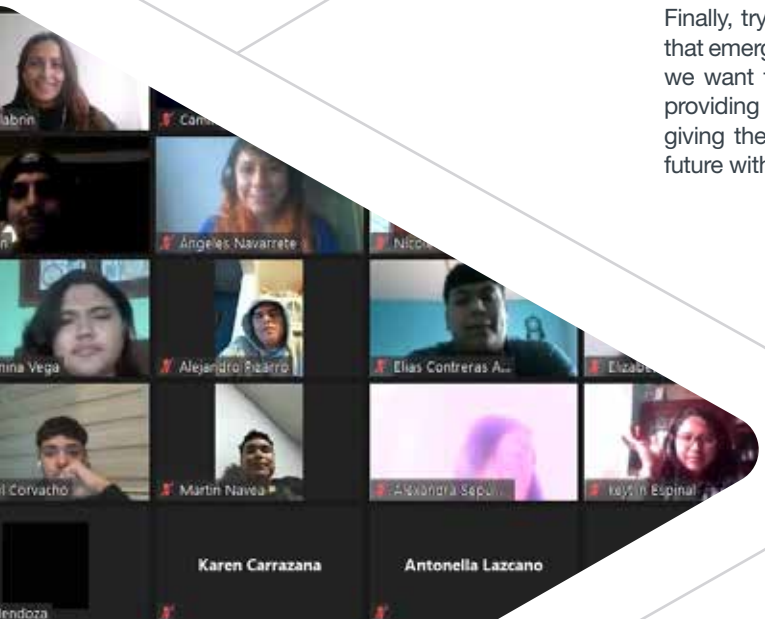
To date, about 38 Enaex collaborators have been Master Guides for more than 300 students who have gone through the program.

Due to Covid-19, we restructured the entire annual plan. As the company was already working on the conversion of all training to digital formats, we were able to adopt the same type of technological solutions to keep in touch with students, principals and teachers of the high schools and generate initiatives appropriate to this new reality.

Since the students could not go to the plants, the Master Guides developed videos covering the main topics of the curriculum. These videos currently number more than 20 and are available to all students on the Enaex Academy platform.

2020 closed with 60 students trained in "Risk Management and Safety at Work" and "Skills in Administration and Use of Microsoft Tools", totaling more than 180 hours, with Chile Dual Foundation and Emplea Foundation from Hogar de Cristo , respectively.

Finally, trying to maintain the emotional well-being of the students was a purpose that emerged because of the pandemic and that will be sustained over time because we want the Dual Program to be comprehensive. Therefore, we also worked on providing them with support workshops, together with the Chile Dual Foundation, giving them tools to face both the stress caused by the pandemic and this new future with a different outlook and development capabilities.



CHILE - CORPORATE ENAEX

Commitment to Society

Objective

Generating opportunities for the labor and professional development of different actors in our society. Through training courses, mainly aimed at the families of our workers, but also open to other members of the community.

Enaex offered the following opportunities during 2020:

1 COVID Pandemic

- Prillex Plant delivered to the community of Mejillones about US $170,000 in kind, including an ambulance to support the hospital and Nittra alcohol gel, to better cope with the crisis caused by the pandemic.
- Rio Plant and SK Bergé, a company of the SK group, formed an alliance to sanitize the main streets of the city of Calama, impacting almost 50% of the population, about 25 thousand families. The approximate cost of this work was US $15,000.
- Rio Loa Plant contributed, selflessly, not only with the sanitization of the "Genesis" and "Mi Hogar" Homes in Calama, but also with the monthly contribution of basic necessities for US $200. In addition, "Genesis" Home, which houses homeless men, received the necessary support to obtain the legal authorization of the place, which allowed them to install drinking water and electricity, in addition to improving the infrastructure. As a result, they now have a local bakery. All this meant an approximate cost of US $4200.

2 Insertion of Women in Mining

- 60 women from Calama, Copiapó, Coquimbo and La Serena were trained through the SENCE modality in courses that enabled them to be qualified for entry-level positions in the mining sector. During the follow-up of the program, high satisfaction levels were detected and some of the women had already been hired, so a second version is being planned.

3 Course: "Procedures for Automotive Mechanical Diagnosis"

- 25 students of 3rd year of technical-professional education from the town of Pozo Almonte were trained through the SENCE program.

4 Course: "Business Planning and Management Techniques"

- 16 family members of our workers from Calama, Mejillones and Antofagasta were trained through the SENCE program for the generation of family businesses.

CHILE - PRILLEX PLANT

Supplier Development Program (Sdp)

Objective

Being a solid support for the development of micro-entrepreneurs and entrepreneurs in the localities where we operate.

In the long term, the program seeks to strengthen and develop suppliers in all the locations where we operate, so that they are prioritized by the companies in the area. All this in coordination with local municipalities for the dissemination and registration of small and medium suppliers of different services.

This program started as a pilot at Prillex Plant and, during 2020, had three small suppliers with outstanding progress:

1 SERLAV

Laundry service, where women at social risk from the Mejillones community work. Currently, one of these women, dedicated to the manufacture of face masks, will incorporate the service of repairing uniforms, thus generating an alliance that promotes the development of this and other local production chains.

2 Cab service for Enaex

Enaex has provided legal advice to the former employees of Fuad Amado (R.I.P.) who worked 40 years for the company, so that they could comply with all legal requirements and become and continue as transportation service providers for Enaex. Additionally, they will be trained in entrepreneurship and management skills with SENCE resources.

3 Coffee-break service

The current supplier received training in entrepreneurship and management, advanced gastronomy, and other tools necessary to expand its services to the entire industrial sector of Mejillones.

CHILE - PRILLEX PLANT

Enaex - Cifamac Alliance

Objective

Working collaboratively for the well-being and environmental and social prosperity of the Bay of Mejillones, through the execution of concrete projects that satisfy the interests of the community and itself.

As of January 2021, Enaex and CIFAMAC have agreed on a joint work plan in stages:

1 Stage 1: Short Term (2021)

- Economic support to give immediate continuity to important environmental studies such as defining routes for large vessels that affect and damage cetaceans in the area.
- Accompaniment in the constitution of the legal figure of a Corporation, so that they can receive financial contributions and deliver donation certificates.

2 Stage 2: Medium Term (2022)

- Collaborative work with the new Mayor of Mejillones to give them a physical place for their scientific studies.
- Four informative talks per year to educational establishments about environmental topics, with special focus on sea pollution and industrial air emissions.

3 Stage 3: Long Term (2023)

- To prepare a site for the construction of a museum to promote research and education of marine fauna and, at the same time, to promote sustainable tourism in Mejillones.

Members of CIFAMAC:

Ana García (Researcher at CIFAMAC).

Originally from Spain, she came to Chile in 2014 to do her PhD thesis in cetacean conservation at the University of Antofagasta. Thanks to her research, the cetaceans in Mejillones are now better known. She has participated in national and international congresses and her passion is to promote conservation awareness among the local community, with children, adults, and fishermen. Her motto: "Science should not only stay in the laboratory but should be spread among the general community".

Juan Menares (Director):

Born in Mejillones, he has been a fisherman all his life, and as a fisherman, he has been everything from shellfish diver to albacore fisherman. Seeing in situ how human beings can modify the marine ecosystem when resources are not used properly led him to become the biggest activist in Mejillones. He has always denounced environmental disasters and crimes regardless of reprisals. He currently runs his own marine fauna observation tourism company in Mejillones, showing both tourists and local people the rich biodiversity of the Peninsula, an activity that he combines with the direction of CIFAMAC.

CHILE - RIO LOA PLANT

Liaison with the authorities of Calama and Sierra Gorda

Objective

Strengthening the long-term relationship with the local authorities of both stakeholders, which is key for the development of Enaex's business.

2021 is a year of political elections which generates a lot of uncertainty regarding the strength of the bond that can be achieved with local authorities. Therefore, it was decided to postpone any meeting until after they were carried out. This happened very recently and we could resume talks with the newly elected mayors: Mrs. Deborah Paredes (independent candidate) and Mr. Eliecer Chamorro of Sierra Gorda and Calama, respectively.

However, this has not prevented the company from contributing with hygiene and personal care materials such as masks, alcohol gel, gloves, rapid tests, sanitizations, among others, to both municipalities during 2020 and 2021.

Liaison with the Chuchurí Indigenous Community

Objective

Building a long-term relationship with this ancestral community to learn from each other and avoid any future conflicts such as those currently occurring in other parts of the country.

During 2020 and to date, successful monthly working meetings have been held with the main representatives of the Chuchurí Indigenous Community, with whom we have a historical relationship because part of their ancestors are buried on land that currently belongs to the Company. These working groups have mainly allowed us to establish bonds of trust and to align objectives and expectations for future work.

In addition, we donated 200-liter drums and pallets, which are distributed among families to make wooden handicrafts. On the other hand, during the Christmas party, workers at the Mejillones plant collected more than 200 gifts for the children and adolescents of the community and, in turn, we have supported them with personal care supplies to fight Covid-19 (alcohol gel, masks and gloves).

In the short term, we want to train the community in entrepreneurship, logistics, cooking to promote ancestral gastronomy; and propel machinery to reduce the gaps, generate employability and link them as potential suppliers.

PERU - CACHIMAYO PLANT

Donación de Oxígeno por contingencia Covid

Objective

Donating O_2, a by-product of the operation, to the Peruvian Health Care System for the duration of the pandemic situation.

Data:

- The Cachimayo plant generates about 2,500 m^3 of O_2 (100 cylinders) per day, as a by-product of its production process.
- During the COVID-19 health emergency, O_2 has become an essential element in health facilities. For this reason, the Cachimayo Plant began to supply 25m^3 cylinders of this gas, especially for the districts of Cuzco and Apurimac.
- These donations have benefited 14 government institutions: 12 in Cuzco and 2 in Apurimac.
- To date, we have donated close to 300,000 m^3, worth around US $700,000.
- We have been concerned about covering the needs of our collaborators who need O_2, either because they have oxygen-dependent family members or because of Covid-19.

Recovery Of Nitrogenous Wastewater

Objective

Building up stronger bonds with farmers in the Cachimayo area. The Plant will recover nitrogenous wastewater and prepare a system for it to be used as a high-quality fertilizer.

The project so far has been greatly affected by the pandemic, but progress has been made on the following:

- Conditioning the residual nitrogen solution to be used as fertilizer.
- Filtering the nitrogen solution and filling 1000 L containers for distribution to irrigators.
- The testing of the solution has been coordinated with an Enaex collaborator, who is also a Cachimayo farmer, to verify its effectiveness. This will take place in September, at the beginning of the planting season.

ARGENTINA - SANTA CRUZ

500 Women for Mining In Santa Cruz

Objective

Generating a long-term relationship with the local community of Santa Cruz and with critical stakeholders, especially AOMA (Spanish Acronym for: Argentine Mining Workers Association), promoting employability and diversity, increasing the number of women working in the mining sector.

Santa Cruz region is the leader in gold and silver production in Argentina, contributing 50% of the national deposits. Local legislation requires that the 70% of the mining workforce must be from the province. However, due to the lack of qualified candidates, most of the skilled workers come from other regions of Argentina, such as San Juan, Jujuy, Catamarca, and Río Negro.

At full operation, the Santa Cruz mining sector generates more than 8,000 direct jobs and close to 9,000 indirect jobs.

Therefore, this Project seeks to:

- Train 500 women to work in the mining sector in Santa Cruz, achieving a figure of 100 per year.
- The kick-off of the Project was in April 2021.
- Enaex has contributed by building the explosives operator profile and training program, aligned with the Collective Labor Agreement.
- The program has a duration of 16 weeks, and the training modules are already completed.
- AOMA will begin training for a period of three months, with 23 women to be trained as Drillers.

ENAEX AFRICA

Community development around our production plants

1 Partnership with the rustenburg community forum

Objective

Collaborating with the community of Rustenburg, where one of Enaex's main production plants is located, in the context of the health emergency generated by Covid-19.

During 2020, 4,000 masks, 2,000 sanitizer sprays and 100 infrared thermometers were donated to local schools.

2 Witbank plant - support for young students

Objective

Contribution and collaboration to education in Witbank, location of one of the three plants of Enaex Africa.

Support to two organizations located near our operations in eMalahleni (Witbank) and Weilagte in Delmas by providing tools and equipment such as computers and printers.

Joint support with our client UMK
(United Manganese of Kalahari)

Objective

Contributing to the financing of the construction of a school kitchen and a LEGO center in conjunction with the UMK mine.

- Contribution to the community of Mothibastad, Northern Cape.
- The project was delivered in December, 2020.

BRAZIL

Development of local suppliers

Objective Developing women entrepreneurs in Quatro Barras community.

- We have actively supported a local entrepreneur by purchasing protective masks for Covid-19. As a second phase of her development as a supplier, we have trained her to manufacture laboratory uniforms and aprons for Enaex Brazil. It is important to highlight that this woman is the breadwinner of her family and that she started this enterprise with a very basic knowledge of administration, so Enaex's support has been key in her development.
- The project plans to continue training other women entrepreneurs in the community in trades, self-knowledge, and empowerment, always considering their talents and skills.
- Investment: US $ 7,000 /activation and infrastructure + US $ 200 /person.
- The project considers the training of a maximum of 25 women.

Online training for disabled entrepreneurs from Quatro Barras

Objective Supporting local entrepreneurs with different abilities, also generating a volunteer program for our employees.

- Volunteer project to achieve the integration and development of people with disabilities, thus empowering families in institutions linked to them.
- Investment: US $ 8000.
- Training: 48 volunteers / 480 volunteer hours

BRAZIL

Development project with Vale

Objective

Strengthening the relationship with our client VALE by participating in the social projects that they develop around their nearby communities.

- Particularly in this case, Enaex has incorporated to its work, two students in the dual education modality, which consists of carrying out the practical part of their learning in the field; in this case at the VALE site.

Stronger Bonds with authorities

Objective

Strengthening the trusting and transparency ties with local authorities from communities where production plants belong by developing sustainability projects and fluent external communication programs that make community known the activities and benefits that we carry out together.

- In partnership with the Municipality of Quatro Barras, a Sustainability Committee will be formed to promote and develop the activities.
- Currently, an alliance has been established with the Local Radio Station "Graciosa FM 87.9" in which daily contents have been agreed in the format of "messages of up to 2 minutes, 6 times a day that are also broadcasted in the social networks of the radio station". The purposes of this alliance are: to demystify Enaex's industrial activities that go against our health, environment and safety policies; to create closeness with the community by presenting our social projects, and to announce vacancies and awareness campaigns.

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