



# P O L I C I E S

## People

### Ethics and Conflict of Interest in Business Policy

#### **Purpose**

To establish the principles which permit strict adherence to all policies, norms and regulation that may be applicable to the business and relations between the interested parties.

#### **Principles**

- We act with total integrity in our relations with stakeholders and fulfil our commitments to them.
- We do not offer, request or accept any form of bribe and do not make donations to political parties or partisan activities.
- We do not tolerate any form of fraud, appropriation or misuse of the company's resources for personal gain.
- Honesty is one of the company's fundamental values and is not subject to criticism or restrictions on any account.
- We demand compliance with our integrity rules at all times and at all levels of the organisation as well as among the external collaborators that participate in the company's operation by providing goods and services.
- We do not accept that any employee obtains results by violating laws or through undignified behaviour. For this reason, the company supports any employee who rejects a business advantage or opportunity that can only be achieved by renouncing our principles.
- We expect all our workers to comply with accounting controls and rules, procedures and norms and it is not acceptable that they alter information, books or registers of transactions, maliciously conceal information from management and/or auditors or modify this information, either to protect the company or for their own personal ends.
- No director or employee at whatever level within the company may even think that its interests justify different conduct depending on the circumstances. No one has the authority to give verbal or written orders or instructions that are at odds with the principles of this policy.

#### **Conflict of Interest**

- It is Collahuasi's policy that its directors, managers, supervisors and all its employees avoid any conflict between their own personal interests and those of the company when dealing with suppliers of goods and services, customers and other organisations or individuals who negotiate or wish to negotiate with the company.
- The company does not accept actions • company on the part of our collaborators that are conducive to the infringement of this policy by our personnel.