



# P O L I C I E S

## People

### Human Resources

#### Purpose

To establish the principles which will regulate the management of human resources in order to create a high performance environment.

#### Principles

- We will strive to attract and select high-performance people. To this end, the selection process will ensure the technical and behavioural capabilities of candidates, identifying factors that include learning skills, educational and professional background, attitude to work, ethical conduct and willingness to achieve continuous improvement.
- We will seek to fill vacancies principally by promoting suitable workers selected from within the company. External recruitment will take place principally among graduates from universities, technical training centres or other similar institutions, favouring the recruitment of the best candidates who live in the Tarapacá Region.
- We collaborate with the communities and local educational institutions to identify talented individuals who can be trained in specialised technical institutions so as to become candidates for posts within our operations.
- We strive to develop our own culture, characterised by high performance and fostering trust between workers and towards the company, with team work and continuous improvement. We devote resources to the development and promotion of these conducts through appropriate training.
- We promote a good working climate as an essential factor in effective management conducive to the achievement of a high-performance environment and quality of working life, with strict respect for workers' human rights.
- We act with care and in compliance with the labour legislation in force, taking into account the Universal Declaration of Human Rights as it refers to our relations with our workers and seek to ensure its fulfilment as regards both our own workers and those of contractors.
- We promote fluid communication with the Workers' Union, viewing it as a partner committed to the company. This communication will also exist with other organisations formed by our workers.
- The company does not accept anti-union activities.
- We foster training and professional development; this permits internal promotion, contributes to the satisfaction of our workers and supports them in maintaining and improving their market competitiveness. In this way, we promote the development and employability of people.