

NO DISCRIMINATION AND RESPECT POLICY

SQM promotes an equal opportunity workplace for every person or group, valuing their professional performance over differences of gender, age, religion, race, physical aspect, etc.

At SQM, employee hiring decisions are made based on skills, background and experience. Employee evaluation and promotion decisions are made based on performance and achievement of objectives.

Every person will be treated based on their individual merit, with respect and dignity, constantly seeking, through formal performance evaluation mechanisms, to generate opportunities for improvement in professional performance.

SQM is committed to maintaining a workplace free of sexual and labor harassment. Reports made regarding breaches in this policy must be directed to the Department of People. If the existence of any of these practices is found, the perpetrator will be sanctioned. Depending on the severity of the issue, sanctions can go from a verbal warning to the employee's termination.

Do you have any doubts?: consult, auditoria@sqm.com

Do you want to make a report? whistleblower@sqm.com, it can be anonymous and there will be no reprisals. **IT IS MANDATORY TO DENOUNCE**

Where can I find these policies, forms, clauses?: SQM Intranet, Policies and Procedures