

**CODE OF CONDUCT FOR SQM EMPLOYEES AND DIRECTORS**

With this code, the Company has defined the behavior expected of SQM's Employees and Directors and will not tolerate acts that deviate from its provisions, their breach or non-compliance, therefore, shall be subject to sanctions. **It is hereby established that all SQM Directors and Employees should:**

<b>In regard to its collaborators</b>	<ul style="list-style-type: none"> <li>❖ Maintain labor and supervision relations that encourage collaborative teamwork, with treatment based on respect for individual rights</li> <li>❖ Promote and maintain an environment of transparency and integrity</li> </ul>
<b>In regard to SQM and its work</b>	<ul style="list-style-type: none"> <li>❖ Perform corresponding activities with dedication, transparency, and rectitude</li> <li>❖ Promote and respect safe work procedures, caring for one's own integrity and that of those around us</li> <li>❖ Reject Bribery<sup>iii</sup>; any corrupt activity that may involve the Company must be rejected, complying with the provisions for this in our Crime Prevention Model (in Chilean Law No. 20,393, and US FCPA).</li> <li>❖ Reject activities related with drug consumption and traffic, as well as money laundering<sup>iv</sup> and terrorist financing<sup>v</sup>, and not establish commercial relations with persons linked to these crimes</li> <li>❖ Promote and respect the policies and procedures established in SQM, especially with regard to the Code of Ethics.</li> <li>❖ Protect, defend, and give proper use to the Company's assets, including information.</li> <li>❖ Ensure accuracy of all financial, tax, commercial, and production records that you are responsible for.</li> <li>❖ Avoid conflicts of interest with the Company, and with governmental agencies, and report when so required</li> <li>❖ Denounce those practices that violate this Code</li> </ul>
<b>In regard to laws, rules, regulations.</b>	<ul style="list-style-type: none"> <li>❖ Promote and respect the compliance with the law, rules, and regulations in the countries where SQM develops its activities.</li> </ul>

Do you want to know about a third party? Is it a Public Officer, PEP, or tie to PEP? Is it related to any crime provided in Law N° 20,393? Is it on any black list?: Consult the Compliance Dept.  
 Are you sure that the expenses you are approving are necessary to generate income according to the SII?: consult [tributaria@sqm.com](mailto:tributaria@sqm.com)

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**Likewise, SQM's Standards of Conduct require complying with certain principles in its relations with its shareholders, directors, employees, clients, suppliers, government organizations, supervising entities, communities, and interest groups, which is summarized in the following points:**

<b>Shareholders</b>	<ul style="list-style-type: none"> <li>❖ SQM seeks to act in accordance with the interests of its shareholders, pursuant to the directives provided by shareholder Meetings and by the Board.</li> <li>❖ The information delivered to the market must comply with specific policies for accuracy and regulatory compliance. In the same context, SQM has a Manual on Handling Information of Interest for the Market available at <a href="http://www.sqm.com">www.sqm.com</a></li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>❖ SQM seeks to develop honest and long-term relationships with its clients. SQM seeks to meet the needs of its clients by delivering products and services in accordance with the quality and other specifications agreed upon with them.</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>❖ SQM is committed to treating its employees in a fair and dignified manner, and offering them a workplace that complies with the order, health and safety regulations in force and that is free of labor and sexual harassment.</li> <li>❖ SQM values life, dignity, and health for all people; it promotes safe work, and rejects activities related to the use and traffic of drugs, forced labor, and child labor.</li> <li>❖ SQM, in compliance with applicable laws, rules and regulations, will not disclose any private information or data regarding employees that it has access to due to the employment relationship.</li> <li>❖ SQM must maintain and seek to increase its competitive advantage in the industry and, to this end, will recruit the most qualified people and will maximize their opportunities through training and development perspectives.</li> </ul>

Do you have any doubts?: consult, [auditoria@sqm.com](mailto:auditoria@sqm.com)  
 Do you want to make a report? [whistleblower@sqm.com](mailto: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

<p><b>Community</b></p>	<ul style="list-style-type: none"> <li>❖ SQM, as a legal entity, is committed to being a good citizen in all areas where it operates. To do this, it shall maintain high ethical standards and shall ensure compliance with laws, rules, and regulations that apply in Chile and abroad.</li> <li>❖ SQM is also committed to protecting the environment associated with its operations through appropriate Environmental Management that allows it to comply with the environmental regulations and its acquired commitments.</li> <li>❖ SQM will contribute to improve the quality of life of the people that live in the areas where it operates and this is reflected in the Corporate Social Responsibility (CSR) activities that it performs.</li> </ul>
<p><b>Suppliers</b></p>	<ul style="list-style-type: none"> <li>❖ SQM requires building honest and long-term relationships with its suppliers and contractors.</li> <li>❖ SQM's purchasing or awarding of contract decisions are based on technical, economic, time, service, and security factors, the rejection of corruption and adherence to our Code, particularly with regard to money laundering, terrorism financing, and bribery.</li> <li>❖ SQM shall not accept dealing with third parties involved in money laundering and terrorist financing or that which may involve bribery</li> <li>❖ SQM's compliance area makes inquiries about third parties: is the third party a public official? Is it a PEP<sup>vi</sup> or PEP Link<sup>vii</sup>? Is it on a list of international restriction or Blacklist<sup>viii</sup>?, is there public information that connects it with bribery, money laundering, and terrorist financing? And for this purpose, the Compliance Dept. has access to external data bases.</li> <li>❖ SQM does not accept the use of child labor or forced labor, in any way or manner. Those are absolutely prohibited for both SQM and for SQM's suppliers.</li> </ul>

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<p><b>Public Officer, Government and Regulatory Bodies, PEP and PEP Link</b></p>	<ul style="list-style-type: none"> <li>❖ SQM rejects any practice of bribery and therefore prohibits, regardless of the circumstances, giving or offering a benefit to a government official or representative of a political party to perform an action or omission in connection with his/her position, even if this is only done to try to influence a decision that benefits SQM.</li> <li>❖ For this purpose SQM has implemented: Policies and Procedures governing the different activities in which the Company relates to these entities and their officials; A Crime Prevention Model; and the Board of Directors has appointed a Crime Prevention Officer, who is the Compliance Officer.</li> <li>❖ All transactions made with government officials, politically exposed persons, and persons related to the above must go through a special approval procedure, which includes the CEO, General Counsel, and the Crime Prevention Officer or Compliance Officer.</li> <li>❖ Conflicts of interest must be avoided and if they exist, must be reported to the Compliance Officer, who will authorize the employee to perform the activity.</li> <li>❖ Regarding gifts and invitations, we recommend not giving or offering anything, however, if this is not possible, it must be informed, approved, and must comply with restrictions in terms of the amount involved.</li> </ul>
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Some of the aforementioned policies need to be gone into in more depth and/or require additional procedures in order to implement them; some of these policies and procedures will be described in the remainder of the document; all questions can be directed to the Compliance Officer, or to the email: [auditoria@sqm.com](mailto:auditoria@sqm.com), or to SQM's Compliance Department.

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