

MASISA

Corporate Policy

Diversity, Inclusion and Gender Equality

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1. INTRODUCTION

1.1 Purpose

At MASISA S.A., the relationships with our collaborators are based on developing high-performance teams oriented towards respect for human rights, in the context of a work environment that is healthy and safe.

That is why we seek, on a daily basis, to be a company that guarantees the conditions that promote respect, diversity, inclusion and equal opportunities for all people.

1.2 Scope

Applies to all the business units of Masisa S.A. and its affiliates.

1.3 Definitions

- **Gender equality:** the idea that men and women should hold the same rights and have equal benefits, opportunities and be treated with the same respect in all aspects of their daily life: work, health, education, etc.

The principle of equality and non-discrimination based on sex is an obligation of general international law that binds all nations and, given its primordial nature, is always established as a principle that must inspire the rest of the fundamental rights.

- **Diversity within the organization:** this has to do with incorporating or managing the integration of people of different socioeconomic origin, race, gender, abilities, age, so that this diversity of employees generates value in the organization. Diversity is nothing without an inclusive workplace culture.
- **Inclusive culture:** meaning that there is a work environment in which respect, equity and positive recognition of differences are cultivated, and the social and institutional response to disability does not prevent an experience of positive employment. An inclusive workplace makes diversity work.
- **Personal, family and work conciliation:** the balanced participation between women and men in family life and in the labor market, which is achieved through the restructuring and reorganization of the labor, educational, and social resources, in order to introduce equal opportunities in employment, change traditional roles and stereotypes, and cover the care and attention needs of dependent people.

2. POLICY DESCRIPTION

This is inspired by our motto “We transform spaces, we inspire life”, which reflects that the heart of what we do lies in our collaborators, clients, contractors and stakeholders, and in the life that is generated in the spaces which we form a part of. We reaffirm our commitment to contribute to and guarantee the construction of initiatives to balance work, family and personal life, as well as to guarantee diversity, inclusion and gender equality, without distinctions of sex, age, religion, sexual orientation, race, color, marital status, unionization, political opinions, disability, nationality, ethnic group or any other condition that implies discrimination or that affects the fundamental rights of people.

For the above, MASISA S.A. undertakes to:

2.1 Comply with the laws and regulations on diversity, gender equality and conciliation, as well as the guidelines, principles and internal directives, ensuring respect for the rights of Masisa’s collaborators.

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2.2 Promote and encourage equal opportunities between men and women, creating the conditions that allow the gaps between men and women at all levels and processes of the organization to be reduced, evaluating people according to the quality of their work.

2.3 Promote an inclusive and collaborative culture, encouraging diversity and fostering the development of high-performance teams, based on the value that diversity brings, incorporating inclusive language across all our activities and corporate communications, avoiding the generation of stereotypes and biases, focused on acceptance and respectful treatment within the teams.

2.4 Work for the integral well-being of collaborators and their families, promoting a healthy and safe work environment, educational training, sports, and healthy living, by including social benefits.

2.5 Establish actions that enhance the professional and personal development of collaborators, promoting career development within Masisa, with an approach based on gender equality, diversity and equity, favoring a sense of self-realization and personal satisfaction.

2.6 Promote the balance of work, family and personal life, especially the support of maternity, paternity and co-responsibility, generating spaces that facilitate the active and responsible role of fathers and mothers to be shared with their sons and daughters, recognizing family life as a relevant value in the well-being and integral development of people and taking into consideration the personal characteristics of each person, in attention to their religion, ethnicity, etc.

2.7 Guarantee an environment free from any violence that threatens the dignity, work development, quality of life and safety of the people who work at Masisa, applying prevention and detection measures and taking actions in cases of workplace and sexual harassment, gender and domestic violence.

2.8 Promote the fact that our collaborating service companies and contractors know, share and promote these commitments in their labor relations.

2.9 Complying with and enforcing this policy is the responsibility of the management and of all the collaborators who form part of Masisa.

2.10 All forms of discrimination for political, religious, nationality, ethical, racial, gender and age reasons are prohibited. The same applies to any form of discrimination based on personal characteristics such as beliefs, sexual orientation, for participating or being a member of a union and any other form of social discrimination. By virtue of this principle, bullying or harassment will not be tolerated.

3. RELATED DOCUMENTS

- United Nations Guiding Principles on Business and Human Rights.
- United Nations Global Compact Principles.
- United Nations 2030 Sustainable Development Agenda.
- Women’s Empowerment Principles (WEPs) of UN Women and Global Compact.
- Program “Win-Win: Gender Equality Means Good Business” of UN Women, International Labor Organization (ILO) and the European Union.
- Action Framework, Ethics and Business Conduct Policy.

4. RESPONSIBLE FOR ITS APPLICATION AND FOLLOW-UP

Position	Application	Follow-up
Business Units Departments	X	X
Human Resources Departments	X	X

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Gender Committee		X
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5. VALIDATION ROUTE

Function	Name	Position	Date
Prepared by	Margarita Celis	Social and Environmental Management	September 2020
	Zoraida Cabrea	Leader	
Eduardo Muñoz	Human Resources and Internal Communications Manager		
	Internal Audit Manager		
Approved by	Patricio Reyes	Legal and Corporate Affairs Manager	
	Alejandro Carrillo	General Manager	
Effective Date: September 2020			

6. CHANGE CONTROL

Reason	Responsible	Date
Creation and Declaration	Social and Environmental Management Leader	September 2020