



## Corporate Policy

# Human Rights

## INDEX

1. INTRODUCTION .....	3
2. DESCRIPTION .....	3
2.1 Approach and Due Diligence .....	3
2.2 Rights of collaborators.....	4
2.3 Non-discrimination and Inclusion .....	4
2.4 Supplier/Customer Chain.....	4
2.5 Communities or stakeholders .....	5
3. RESPONSIBLE FOR ITS APPLICATION AND FOLLOW-UP.....	5
4. VALIDATION.....	5
5. CHANGE CONTROL .....	6
6. RELATED POLICIES AND PROCEDURES:.....	6
7. REFERENCES .....	6

## 1. INTRODUCTION

Within the framework of Masisa's commitment to Sustainable Development and the creation of value through Environmental, Social and Governance (ESG) guidelines, this policy is aimed at explaining our commitment to respect Human Rights within MASISA's operations and the business relations that we establish.

Our priorities in terms of human rights are: our relationship with employees, commitment to non-discrimination and inclusion, respect for stakeholders, and a guarantee of respect for human rights regarding our strategic suppliers.

### 1.1. Purpose:

To establish guidelines and principles for MASISA's actions in relation to respect for Human Rights, both in its operations and throughout its value chain.

### 1.2. Scope:

This policy has been developed for MASISA and its affiliates.

### 1.3. Definitions

#### **Human Rights:**

Human rights are rights inherent to all human beings, without any distinction of race, sex, nationality, ethnic origin, language, religion or any other condition. Human rights include the right to life and liberty; not to be subjected to slavery or torture; to freedom of opinion and expression; to education and work, among many others.

#### **Due Diligence**

Due diligence in human rights matters refers to the responsibility and activities by which companies must identify, prevent, mitigate and account for the damages they cause, to which they contribute or to which they are related.

#### **No Complicity**

The term complicity refers to the case of being implicated in a human rights violation that another company, entity, government, individual or group is causing. The two elements that usually make up an action of complicity are: an action or omission that facilitates another entity or person to violate said rights, and the knowledge that said action could cause such violation. The human rights due diligence process should detect the risk of complicity, whether legal or non-legal (perceived), and put the appropriate responses in place in order to ensure non-complicity on the part of the company in these matters.

## 2. DESCRIPTION

### 2.1 Approach and Due Diligence

- Through its Business Principles, MASISA undertakes to respect, protect, promote and raise awareness of human rights throughout its operations and with its suppliers, in accordance with the United Nations Universal Declaration of Human Rights, based on the Guiding

Principles on Business and Human Rights of the UN and the Global Compact, to which MASISA has adhered since 2003.

- MASISA focuses its work on Human Rights on identifying, preventing and mitigating its negative impacts in these matters, through a due diligence process, and with a focus on continuous improvement.

## **2.2 Rights of collaborators**

- MASISA is committed to the Fundamental Principles and Rights at Work of the International Labor Organization (ILO).
- We provide a healthy and safe work environment, with high safety, occupational health and environmental standards, we respect and practice freedom of association and collective bargaining and we unrestrictedly prohibit child labor, slavery, servitude and forced labor.
- We respect and value diversity of any kind, we promote inclusion and do not tolerate any form of discrimination, as declared in our Diversity, Inclusion and Gender Equity Policy.
- MASISA pays its employees according to a fair remuneration based on the work performed, respecting equality between men and women, and the reality of the market and conditions of the business or country, as well as the benefits according to the local laws where it operates. It also complies with current collective agreements.

## **2.3 Non-discrimination and Inclusion**

- At MASISA, we respect diversity, and therefore, we do not tolerate any type of discrimination for political, religious, nationality, ethnic, racial, gender, age or ideological reasons. By virtue of this principle, bullying or harassment will not be tolerated.
- We promote an inclusive and collaborative culture, promoting diversity and the development of high performance teams, based on the value that diversity brings, incorporating an inclusive language in all our activities and corporate communications, avoiding the generation of stereotypes and biases, focused on acceptance and respectful treatment within the teams.
- The selection, hiring, evaluation and promotion of our collaborators will be carried out based on objective criteria, avoiding any type of discrimination.

## **2.4 Supplier/Customer Chain**

- MASISA promotes respect for human rights in its chain of suppliers and customers, through policies, procedures and practices. This is made, for example, through the incorporation of clauses in their contracts, compliance audit processes, evaluation of suppliers and clients, among others.
- Additionally, MASISA seeks to ensure non-complicity with activities that are detrimental to respect for human rights in its supply and sales chain, to the extent of the information available for determining the violation of human rights by our counterparties. We unrestrictedly prohibit child labor, slavery, servitude and forced labor.
- In the event that there are events where our suppliers do not respect human rights and this infringes on a certain law in the respective country, MASISA will report it to the authorities,

and depending on the event, we can hold conversations to agree on corrective measures with the suppliers or end our relationship with them.

- Masisa maintains a commitment to training employees and our contractor on these matters. This is in order to ensure good working conditions, treatment, respect for privacy, occupational health and safety, among other reasons.

## 2.5 Communities or stakeholders

We are committed to respecting the rights of the communities where Masisa maintains operations in the manner determined by current local legislation, supporting activities that disseminate these rights, and report to the corresponding entities any violations that threaten physical or mental health, the environment, or anything else that violates the human rights of the community.

## 3. RESPONSIBLE FOR ITS APPLICATION AND FOLLOW-UP

All the members of MASISA are responsible for ensuring that human rights are respected. The Country Manager has a fundamental role in ensuring that this policy is understood and in emphasizing it at all levels.

Position	Application	Follow-up
Board		X
General Manager	X	X
People, Culture and Communications Department	X	X
SMS and Community Relations Department	X	X
Supply Chain Department	X	X
Manager by area and country	X	X
Legal and Corporate Affairs Department	X	X
Internal Audit Department		X

In particular, with respect to the due diligence process, the Human Resource Department must ensure the rights of employees, non-discrimination and inclusion. The SMS and Community Relations Department must carry out the procedures related to the rights of the different stakeholders. The Supply Chain Department must do so in matters related to the supply chain. In turn, the Internal Audit Department must monitor the entire process.

## 4. VALIDATION

Function	Name	Position	Date
Prepared by	Margarita Celis	Head of Social and Environmental management	September 2021
	Zoraida Cabrera	People, Culture and Communications Department	September 2021
	Eduardo Muñoz	Internal Audit Manager	September 2021

Reviewed by	Patricio Reyes Reinaldo Gallegos	Legal and Corporate Affairs Manager SMS and Community Relations Manager.	June 2022
Approved by	Alejandro Carrillo	General manager	June 2022
Effective date:	Version: 1		

## 5. CHANGE CONTROL

Reason	Responsible	Date
Human Rights Political Declaration	Alejandro Carrillo	October 2021
Policy review and update, based on Dow Jones Sustainability Index requirements	Margarita Celis	June 2022

## 6. RELATED POLICIES AND PROCEDURES:

- Masisa Business Principles.
- Masisa Values.
- Internal Hygiene and Safety Regulations.
- Human Resources Policy.
- Corporate Sustainable Development Policy.
- Diversity, Inclusion and Gender Equity Policy.

## 7. REFERENCES

- United Nations Universal Declaration of Human Rights, see: <http://www.un.org/es/documents/udhr/>
- Guidelines Principles on Business and Human Rights, see: [https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr\\_sp.pdf](https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_sp.pdf)
- Global Compact Principles, see:
- <https://pactoglobal.cl/nosotros/10-principios-de-pacto-global/>
- Fundamental Principles and Rights at Work of the International Labor Organization (ILO), see: <https://www.ilo.org/declaration/lang--es/index.htm>
- Guides for companies: Companies and Human Rights
- [http://www.cpc.cl/wp-content/uploads/2019/05/1\\_Guia-para-Empresas-DDHH-2019\\_17abril.pdf](http://www.cpc.cl/wp-content/uploads/2019/05/1_Guia-para-Empresas-DDHH-2019_17abril.pdf)