

Empowered Employees and Communities: Our most powerful engine: 15,000 dedicated experts

Emphasizing workplace safety and well-being, equity, diversity and inclusion, effective talent acquisition and retention, and active community engagement.

UNGC Principle 3 - businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

UNGC Principle 6 - the elimination of discrimination in respect of employment and occupation.

Material Topic	UN SDGs	Commitment and Initiatives
Safety and wellbeing at the workplace	UN SDG 3 GOOD HEALTH AND WELL-BEING	Guided by our Quality & EHS Policy , we commit to a zero-harm culture by achieving the ISO 45001 certification in our facilities, offering Employee Assistance Programs (EAP) to support mental health, and driving impactful awareness and training campaigns for employee well-being.
Diversity, equity and inclusion	UN SDG 5 GENDER EQUALITY UN SDG 10 REDUCED INEQUALITIES	We commit to fostering an inclusive workplace, promoting equal opportunities, ensuring fair labor practices, and driving initiatives that take down barriers across our global operations. Our DEI Charter underscores our shared commitment to fostering a workplace where everyone feels valued and respected. Through our partnership with Women in Mining to support the 100 Global Inspirational Women in Mining (WIM100) initiative, we reaffirm our commitment to advancing diversity by identifying female role models for future generations. Additionally, over 300 women professionals are empowered through the Academy of Mining Digitalization for Women program in Chile, Peru and Mexico, which provides a comprehensive training plan to enhance skills in digital transformation, foster understanding of its potential impact, and support knowledge-building within the mining ecosystem.

Talent acquisition and retention	UN SDG 4 QUALITY EDUCATION UN SDG 8 DECENT WORK AND ECONOMIC GROWTH	<p>We commit to career management and development with initiatives that empower our 15,000 dedicated experts to unleash their full potential. Through 'Growth Talks', we promote regular career development discussions, and advancement opportunities for all employees. Additionally, our learning platform provides comprehensive training on various topics, ensuring employees are enabled to achieve growth within the organization.</p>
Community engagement	UN SDG 11 SUSTAINABLE CITIES AND COMMUNITIES	<p>We are committed to fostering community engagement through dedicated initiatives that enhance education and drive economic development. By offering training and employment opportunities, we empower individuals while strengthening local communities. Our corporate volunteering program enables employees to actively contribute to supporting biodiversity efforts and STEM programs, fostering social cohesion and amplifying our positive impact, especially in addressing decarbonization challenges. Additionally, we develop collaborative partnerships to build sustainable relationships that drive long-term growth, provide opportunities for skill development, and create an environment which supports innovation and employment.</p>