

COPEC S.A. HUMAN RIGHTS POLICY



COPEC



A. OBJECTIVE AND SCOPE

Based on its purpose and commitment to always act with the highest standards of ethical and regulatory compliance in all actions undertaken, Copec S.A. (hereinafter "Copec") acknowledges, respects, and enforces the human rights of its employees and other stakeholders.

This document, which brings together the principles that have guided Copec's actions in the area of human rights throughout its history, has been prepared based on the United Nations Guiding Principles on Business and Human Rights, which in Chile have been incorporated into the document entitled Business and Human Rights Guide, issued by the Confederation of Production and Commerce, Acción Empresas, and the Global Compact Network.

From the moment of its approval and publication, all of Copec's directors, executives, and employees are required to observe and comply with this policy.

B. PRINCIPLES

The following principles, which guide this policy, are based on the belief that people's actions should always be aligned with the highest standards of responsibility, transparency, and respect. This will allow us to identify and reduce risks and negative impacts that affect human rights and to responsibly address any situation in which these rights are violated.

- 1) Respect the dignity and diversity of people, rejecting any discrimination that is not based on a person's ability or suitability to perform their duties. Acts of arbitrary discrimination may include, but are not necessarily limited to, those based on considerations of race, religion, gender, sex, sexual orientation, age, nationality, marital status, ethnic origin, place of residence, and disability, among others.
- 2) Respect the right of workers to form and join a union, freely and without fear of reprisals, in accordance with national law.
- 3) Reject child labor in all its forms, in accordance with current legislation and the International Labor Organization's Convention No. 138.
- 4) Reject all forms of forced and compulsory labor.
- 5) Create conditions for sustainable development by promoting safe working environments based on respect, honesty, and teamwork.
- 6) Recognize that environmental protection and biodiversity conservation are necessary conditions for sustainable development.



C. ETHICS REPORTING CHANNEL

To comply with this policy, Copec has an Ethics Reporting Channel, that is, a system for receiving and investigating illegal acts or behaviors that violate our corporate values or principles established in the Code of Ethics, as well as any violation of the Company's Ethics and Compliance System, ensuring both the confidentiality of reports and the anonymity of whistleblowers, if they so desire.

Any conduct that may be considered a violation of the principles of this policy must be reported through this channel by accessing the Company's website <https://ww2.copec.cl/nuestra-empresa/canal-de-reporte-etico> or through the other mechanisms indicated in the Ethics Reporting Channel Procedure.

D. APPROVAL AND EFFECTIVE DATE

This policy has been approved by Copec's Board of Directors and shall be effective as of August 28, 2024. It shall remain in effect indefinitely unless the Board of Directors adopts another resolution to that effect.

E. PUBLICATION

The full, updated text of this policy will be made available to all interested parties on the Company's website at www.copec.cl.