



**Solutions  
for human  
progress**

# ALCOHOL AND ILLEGAL DRUG POLICY.

Safety is a key value for SQM and reflects our concern for people. We seek to prevent and eradicate the risky behaviors that could stem from the consumption of alcohol and drugs.

In view of this, SQM establishes:

- Zero tolerance for the presence of alcohol, drugs, and psychotropic substances without a prescription in individuals who perform duties at SQM facilities. This includes both our own employees and contractors.
- Systemic actions designed to identify the consumption of alcohol, drugs, and psychotropic substances without a prescription, guaranteeing the objectivity of procedures, protecting people's privacy and ensuring that information will be handled confidentially.
- Actions aimed at prevention, awareness and guidance regarding the use of these substances, its consequences and treatment options for employees, families, and the community.
- The principles, provisions, regulations and operational framework emanating from this policy will form part of the organization's Internal Order, Hygiene, and Safety Regulations, which all employees and partners are required to follow.

At SQM, we care about the health and safety of everyone, and about building a company with a solid culture of prevention.



**Ricardo Ramos**

Chief Executive Officer

