



**Solutions
for human
progress**

HUMAN RIGHTS POLICY.

Objective.

SQM is committed to respecting and promoting human rights in accordance with national and international standards in force. With the aim of consolidating this commitment from the highest corporate level and throughout our operational chain, we make public our Human Rights Policy, based on the “Protect, Respect and Remedy” policy framework enshrined in the United Nations Guiding Principles on Business and Human Rights, and inspired by the Universal Declaration of Human Rights, the International Labor Organization's Convention 169 on Indigenous and Tribal Peoples, and the United Nations International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights.

This Human Rights Policy has been defined as a series of principles to which SQM and its subsidiaries and affiliates adhere, with the purpose of creating an institutional culture of protection and promotion of the fundamental rights of the people who work and interact with the Company or who inhabit the surroundings of its operations. SQM also expects its suppliers, contractors, consultants, business partners, and other third parties commercially associated with the Company, to defend and adhere to these principles, and urges them to adopt similar policies within their businesses. This policy complements and highlights issues already addressed in other SQM policies, codes, and procedures, such as our: Sustainable Development Policy, Inclusion and Diversity Policy, Code of Ethics, Anti-Bribery and Anti-Corruption Policy.

We consider this Policy and its commitments as essential to our role as a company that provides solutions for human progress.

Scope.

This Policy and the commitments that derive from it are intended to reach all our spheres of influence, from SQM's Board of Directors to our workers, shareholders, supply chain, as well as the communities and territories where our operations are located.



Human Rights Policy

As a global company that produces key supplies for industries that are essential to human development, such as health, food, clean energies and technology, among others, SQM guides its actions under the principles of excellence, safety, integrity and sustainability, which are embodied in our Code of Ethics and apply to all of us at SQM. This Code commands our adherence to strict standards of corporate governance performance and to a vigorous risks management system, in full compliance with the current legislation and regulations, as well as the observance of national and international commitments and high standards voluntarily adhered to.

Seeking to supplement our ethical responsibilities with due diligence duties on human rights, and reinforce our pledge to the sustainable development goals of the United Nations Global Compact, as well as fundamental labor rights, we undertake the following commitments:

Workers.

In our Company we foster respectful labor relations, setting the necessary conditions so that each individual can develop his or her capabilities, we value meritocracy, and we favor equality of opportunities, the inclusion of diversity, nondiscrimination, and respect of human rights, in strict compliance with the labor rights recognized both in domestic legislation and in the core instruments of the International Labor Organization. Consequently,

We commit to:

- Rejecting all forms of child labor, forced labor and any working condition amounting to modern slavery; and to make this principle enforceable throughout our supply chain.
- Respecting our workers' right to freedom and right of association, seeking to create spaces of informed and transparent dialogue that enable mutually beneficial agreements.
- Promoting a corporate culture that fosters diversity, inclusion, non-discrimination, respectful treatment, and equal opportunities.
- Rejecting violence, sexual harassment, intimidation, and harassment at work.
- Promoting the merit and fostering the development of our employees in view of the development of their potential.
- Creating safe and healthy working conditions safeguarding the dignity of our workers, as well as promoting a culture of safety at the workplace through the permanent dissemination of guidelines and education in safety and risk prevention.
- Extending our safety and health policy to all our collaborators, consultants, contractors, distributors, independent contractors, subcontractors, and wholesalers.



Value Chain.

At SQM we are responsible for delivering high quality products that meet the committed standards and comply with the applicable regulations, as well as providing timely service and support to our customers and clients, through a rigorous Management Quality System. Moreover, we are determined to promote that human rights, fair treatment, and environmental protection are respected throughout our production and supply chain. Consequently,

We commit to:

- Promoting and encouraging responsible and sustainable supply.
- Respecting and promoting the respect for human rights, including labor rights, of workers in our supply chain, including consultants, contractors, distributors, independent contractors, subcontractors, and wholesalers.
- Delivering to our customers high-quality products that meet committed standards and applicable safety regulations.

Environment.

As a mining company selectively integrated in the processing and commercialization of products, we are committed to strict compliance of the environmental regulations in force, ensuring a rigorous assessment of the potential impacts of our operations on the environment, the responsible management of natural resources, the establishment of timely prevention, compensation and reparation measures, and an effective monitoring policy. Consequently,

We commit to:

- Complying with the environmental regulations in force.
- Evaluating in advance the impacts of our operations on the environment and neighboring human communities.
- Developing and implementing the appropriate preventive, mitigating, and compensatory measures to reduce the environmental footprint.
- Promoting the development and implementation of technical advances aimed to achieving sustainable development.
- Promoting citizen and community participation in the preparation of environmental studies.

Communities.

Our projects seek to generate shared social value with the communities inhabiting the areas where they are developed. Based on the United Nations Guiding Principles for Business and Human Rights, the United Nations' Sustainable Development Goals, and the International Labor Organization's Convention 169 on Indigenous and Tribal Peoples, SQM promotes sustainable local development and the respect of the autonomy of the communities through a process of ongoing

participation and dialogue in view of reaching mutually beneficial agreements and to enact community benefit plans and programs in priority areas such as education, social inclusion, entrepreneurship, rescue of historical heritage, and sustainable development. Additionally, with the purpose of generating informed joint diagnoses with the communities in relation to the potential impacts of our projects, we pursue the provision of continuous and transparent information, and we encourage the participation and consultation processes, whenever required by the legislation in force, particularly in the case of indigenous communities, incorporating to our performance the standards of Convention No. 169 of the International Labor Organization and of the United Nations Declaration on Indigenous Peoples. Consequently,

We commit to:

- Promoting, in accordance with the legislation in force, citizen participation, as well as providing transparent and timely information regarding our projects.
- Promoting the implementation of participation and prior consultation processes with the indigenous communities potentially affected by our operations, in good faith according to their culture, and in a freely and informed manner, according to the current legal standards.
- Respecting the autonomy and traditional values of the communities where our operations are developed.
- Promoting and supporting the sustainable economic development of the communities, and the generation of shared value projects between our operations and the communities where they are located.
- Implementing communication channels to allow a permanent dialogue with the community, as well as developing relevant human rights due diligence mechanisms.

Communication.

In order to contribute to, and comply with the goals of protection, respect and remedy within the framework of the Guiding Principles on Business and Human Rights, we commit to advertising SQM's Human Rights Policy within and outside the organization, and to creating the necessary conditions for the implementation of effective human rights due diligence mechanisms in all our operations.


Ricardo Ramos
Chief Executive Officer

