



**Solutions
for human
progress**

Code of Conduct for SQM's Iodine Plant Nutrition

At SQM, we are committed to complying with all laws and regulations in the countries where we operate, acting with the highest standards of integrity and aligned with our Code of Ethics and Anti-Bribery and Corruption Policy. Therefore, our objective is to build honest, sustainable and lasting relationships with our Business Partners, which include suppliers, distributors, agents, contractors, subcontractors, consultants, representatives, intermediaries, joint venture partners and any other third party associated with SQM or any of its subsidiaries, except those subsidiaries that make up the Lithium-Potassium Division, and the companies Soquimich Comercial S.A. and Ajay-SQM Chile S.A., or those who conduct business on behalf of SQM around the world.

To achieve the above, we expect our Business Partners to be equally committed to conducting their activities with the same integrity. It is the responsibility of each Business Partner to comply with the requirements of this Code and to report or denounce any situation that may violate this Code of Conduct or any applicable law through our reporting channel available at <http://sqm.ethicspoint.com>. In case of non-compliance with this Code, our business relationship may be suspended.

Non - Discriminación

- Business Partners must treat their employees with respect and dignity, regardless of race, color, religion, gender, age, nationality, sexual orientation or disability. SQM does not tolerate situations of harassment in any of its forms. We promote equal opportunities and ensure awareness of diversity and inclusion.

Environment

- Business Partners must be committed to sustainable development and to strict compliance with the environmental regulations in force in each of the countries where our operations are carried out.
- They must prevent, minimize and mitigate potential environmental impacts in a timely manner and work to ensure that natural resources are used responsibly and efficiently.
- Business Partners must ensure the establishment of protection and pollution prevention measures, the integration of climate change and continuous environmental monitoring, taking care of people, biodiversity and the environment.

Conflicts of Interest

- Business Partners' representatives and senior management shall identify and declare, in a timely and appropriate manner, any actual or potential conflict of interest that may prevent them from acting in the best interest of both parties.

Human and Labor Rights

- Business Partners shall support and respect the protection and promotion of human rights in accordance with the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
- Business Partners shall comply with all laws on fair working conditions, fair wages, working hours that respect the legal maximums and benefits that promote work-life balance for their employees.
- Business Partners are committed to the abolition of child labor and all forms of forced and compulsory labor, including all forms of modern slavery. They shall establish a healthy and safe working environment, maintaining adequate systems designed to prevent work-related injuries and illnesses.
- Deben apoyar y respetar la capacidad de libre asociación de sus trabajadores y de negociar

Antitrust

- Business Partners shall be committed to respecting competition laws and shall not engage in any activity whose purpose or effects prevent or restrict free competition, or which tends to produce such effects.

Data Protection

- Business Partners must comply with local and international data protection regulations, ensuring that all personal and sensitive data is kept secure and used in a responsible and ethical manner.

Anticorruption

- Business Partners may not offer, give or receive bribes or improper payments in connection with their work for SQM, to or from anyone at any time or for any reason, and no one shall solicit anyone else to offer bribes or make improper payments on behalf of SQM.
- Business Partners must comply with applicable trade sanctions regulations, including the laws of their country, as well as laws issued by the United States, United Nations, European Union, among others.
- All accounting and financial transactions related to SQM shall be duly recorded, in reasonable detail, in the accounting books and records of SQM's Business Partner. Business Partners shall not provide gifts, travel, meals or entertainment to a SQM employee that may influence, or appear to influence, the decisions of employees in relation to such third party.

Intellectual and Industrial Property

- Business Partners shall protect SQM's confidential information and intellectual property rights, and shall maintain confidentiality of all commercially sensitive information to which they have access during the development of the business relationship.