



**Pangalillo**<sup>®</sup>



**INCLUSION AND  
DIVERSITY POLICY**



**PANGALILLO**





The PANGALILLO Inclusion and Diversity Policy aims to encourage the inclusion of employees with disabilities by promoting sustainable practices based on decent work and respect among all.

For us, including workers with disabilities reports benefits that are reflected in the job quality, working environment and commitment to the Company. Each worker with disabilities that includes PANGALILLO gives a special value in learning and experiences. The challenge of inclusion opens up new opportunities to learn, innovate and develop.



# MISSION AND VISION

Our corporate mission is to provide customers — national and international — with the highest quality in nutritional products that contribute to promote a healthy population.

This includes the fulfillment of the standards applied to maximum technological innovation, training of employees and security in the procedures from beginning to end.

In a sustainable way, we want to become a reference of the agricultural industry for products elaboration and commercialization, as well as a space for growth and professional development for each of our collaborators. Our goal is to become a company that provides transversal and permanent quality.



## Objective of the Diversity and Inclusion Policy

The objective is to work so that in our company there is a climate of respect, honesty and care that encourages the inclusion and development of people, regardless of their disability, age, nationality, among others.

## Achievement Group

The PANGALILLO Inclusion and Diversity Policy considers, in the first instance, to include people with disabilities, the elderly and immigrants.

## Interest Group

PANGALILLO implements an induction to those teams that receive workers with disabilities, as well as a protocol for the prevention of economic and sexual abuse for employees with disabilities.

## Security

On the other hand, evacuation and emergency plans include conditions of universal accessibility for employees with disabilities, the elderly and immigrants.

## Internal Regulation of Hygiene and Safety Order

In order to ensure equal opportunities for employees with disabilities, PANGALILLO implements reasonable adjustments defined in Law 20.422 art. 8.

“In PANGALILLO we value our workers for their effort and commitment independent of their individual characteristics.”

## Personnel Policy

The Policy in Human Resource Management is aimed to encourage staff capacities through professional development, equal opportunities, freedom of expression, capacity for initiative and creativity. Promote non-discrimination, ensure the health and safety of people, and provide them with an adequate and dignified environment for employees.

Suitable measures of the physical and social environment and an adaptation to the specific deficiencies of people with disabilities, that effectively and without involving unreasonable burden, facilitate the accessibility or participation of a person with disabilities on an equal basis as the rest of citizens (art. 8 Law 20,422).

## Social Responsibility (CSR) and Community

PANGALILLO has a high commitment to the community. Through the generation of employment, it makes an active contribution to the social and economic improvement of the areas where it operates, both for suppliers, employers or customers. In the same way, it makes alliances with different organizations with the aim of promoting a better quality of life and well-being for people, under the rights approach.

## No Discrimination

The Internal Regulation of the Hygiene and Safety Order of PANGALILLO establishes in its Title XV art. 54 that arbitrary discrimination is understood as: any distinction, exclusion or restriction that lacks reasonable justification, made by (...) individuals, and that causes deprivation, disturbance or threat in the legitimate exercise of fundamental rights (...), in particular when they are based on reasons such as race or ethnicity, nationality, socioeconomic status, age, filiations, personal appearance and illness or disability, among others (art. 2 Law 20,609).

## Complaints Channel

In the event that a collaborator of PANGALILLO is affected by a situation of discrimination, he may report confidentially through the denunciation box. In this action, the situation must be identified and indicated. This issue will be treated as a priority and it will be confidential so as to protect the ethics of those affected and ensure at all times the resolution of the problem.

## Questions and Answers

### 1. Why does PANGALILLO create a Policy of Inclusion and Diversity?

We are certain that inclusion and diversity add value to the task. Declaring ourselves an inclusive company, breaks paradigms and promotes more organizations to progress in this area.

### 2. What does PANGALILLO accomplish with a Policy of Inclusion and Diversity?

We create a climate of respect where the commitment of its employees is to collaborate in a community that moves towards inclusion.

### 3. What do the PANGALILLO Inclusion and Diversity Policy contain?

It reaches a group of people with disabilities, elderly people and immigrants. It contains an interest group that is composed of its collaborators, suppliers and community, and a complaints channel to facilitate communication in situations of discrimination.

### 4. How is the Inclusion and Diversity Policy measured in PANGALILLO?

An annual sustainability report is made based on the Global Reporting Initiative where progress is shown based on the different issues of sustainability and labor inclusion.