

## Commitment to Chile Action Framework



Red Chile  
**APOYAMOS**

At Banco de Chile, we are committed to the country's social development, which we put into practice by promoting actions that create conditions of respect, integrity, commitment, responsibility and fairness directed towards workers, customers, suppliers and the community.

In this context, we voluntarily adhere to the United Nations Global Compact and its Guiding Principles to “protect, respect and remedy” human rights in companies, progressively aligning our practices while creating our own tools, such as policies, regulations and declarations, to facilitate implementation.

The foundations of our sustainable development are based on the following international, Chilean and internal standards:

- International Bill of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- Global Reporting Initiative (GRI)
- Ten Principles of the United Nations Global Compact
- Chilean National Action Plan on Business and Human Rights
- Chilean Labor Code
- Inclusive Employment Act (Law 21,015)
- Inclusion Policy for Persons with Disabilities, Banco de Chile
- Internal Regulations on Order, Hygiene and Safety, Banco de Chile
- Code of Ethics, Banco de Chile

Within this framework, through various documents and processes we commit to the following:  
Safeguard the fundamental rights of people and manage the potential related risks.

- Build appropriate work environments free of discrimination and practices that threaten individual freedoms, favoring respectful, polite relations.

- Provide equal opportunity in terms of access to employment and professional development, ensuring freedom from discrimination due to disability, gender, race, religion, origin, marital status and/or social condition.
- Promote a work environment free of workplace, moral and/or sexual harassment, abuse, intimidation or violence.
- Guarantee protection of the health and safety of all workers, promoting a safe, healthy environment.
- Recognize the right to freedom of association and union freedom and effective recognition of the right to collective bargaining, in conformity with current labor laws.
- Safeguard childhood by respecting the minimum legal working age.
- Promote honest, transparent and trust-based long-term relationships by providing differentiated solutions through service marked by quality, integrity and agile responses.
- Uphold superior quality, price and service standards, always acting within a framework of fair, legitimate and open competition.
- Promote the building of a more inclusive and caring society.
- Develop projects designed to provide more and better opportunities in terms of financial education, inclusiveness of people with disabilities, caring for the environment and emergency response.
- Promote active participation from our employees in actions that directly impact the community.
- Contribute to eradicating corruption in all its forms, including extortion and bribery.

## Sustainable Development Goals

1. No poverty
2. Zero hunger
3. Good health and well-being
4. Quality education
5. Gender equality
6. Clean water and sanitation

7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation and infrastructure
10. Reduced inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice and strong institutions
17. Partnerships for the goals