

HUMAN RIGHTS POLICY

Grupo Security

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1. Introduction and Purpose

Respect for the dignity and rights of all persons is a fundamental value of Grupo Security and an indispensable requirement in its actions and relationships with those involved in the business.

The purpose of this Policy is to convey and formalize Grupo Security's commitments to respecting and protecting globally recognized human rights, in accordance with international standards.

Grupo Security is committed to preventing its own activities from causing or contributing to negative consequences for human rights. The Group is furthermore committed to adopting procedures to identify, prevent and mitigate threats to and impacts on human rights and to implementing remediation mechanisms and/or instances to address any violation of the terms established in this policy.

2. Scope

This Policy is a guideline through which Grupo Security defines general principles of action, which must be approved by the Boards of Directors of its subsidiaries. The document can be furthered and complemented by the different business units through their own regulations and best practices for the industry.

This Policy was approved by the Board of Directors of Grupo Security on November 24, 2022 and will be reviewed annually by senior management. If an update is required, it will be submitted to the Board of Directors for approval.

3. General Definitions and References

This Policy is part of Grupo Security's Sustainability Policy and its Diversity and Inclusion Policy and is consistent with its Code of Ethics and Code of Conduct, as well as with its Crime Prevention Policy and Internal Order, Hygiene and Safety Regulations.

Grupo Security upholds an organizational culture centered on respect and care for all persons. Its commitment to fostering and preserving the welfare of all people in the different social spheres in which the Group operates, combined with its corporate values, form the foundation for the actions of the Group and its subsidiaries. These actions also take inspiration from, among other things, the following declarations, standards and voluntary initiatives:

- **United Nations Guiding Principles on Business and Human Rights**
- The **International Bill of Human Rights** composed of the Universal Declaration of Human Rights (UDHR), the International Covenant on Economic, Social and Cultural Rights and its two protocols, and the International Covenant on Civil and Political Rights.
- The **International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work**.
- **Sustainable Development Goals (SDGs):**
 - SDG 4. Quality education
 - SDG 5. Gender equality
 - SDG 8. Decent work and economic growth
- **United Nations Global Compact**
- The United Nations **Principles for Responsible Investment**

4. Commitments to Stakeholders

In regard to its employees:

1. **Prevent all discrimination and practices that infringe upon the dignity of persons.** Respect and dignity is ingrained in Grupo Security's culture and there is no room for discriminatory attitudes based on gender, ethnic origin, nationality, religion, age, disability, marital status, socioeconomic status, sexual orientation, physical characteristics, political views or any other characteristic.

2. **Promote diversity and inclusion.** Value diversity and promote equal opportunities in access to employment, talent promotion and benefit allocation.
3. **Favor work-family-life balance.** Encourage rest and leisure time and seek ways to reconcile personal and professional life.
4. **Promote a convivial and respectful work environment, free from sexual and workplace harassment.**
5. **Safeguard employee health and safety.** Grupo Security complies with regulatory requirements to ensure safety, health and well-being in the workplace and to prevent occupational hazards.
6. **Respect freedom of association and collective bargaining.** Grupo Security recognizes the right of its employees to form unions and associations, as well as the right to strike and engage in collective bargaining.
7. **Promote fair and balanced salaries for similar positions and contexts.**

In regard to its customers:

1. **Promote non-discrimination of customers** based on gender, ethnic origin, nationality, religion, age, disability, marital status, sexual orientation, physical characteristics or political views.
2. **Facilitate access to financial services for all types of customers.** The Group facilitates access to its services through different channels designed to meet the needs of each customer, especially through the development of digital tools.
3. **Promote financial literacy and free and informed decision making.** The Group offers financial literacy programs to all its customers and ensures that its customers are fully and transparently informed of the conditions and characteristics of its products and services, ensuring that they are appropriate to the customer's needs. In order to ensure that the information provided to customers about the Group's products is clear and standardized, it is essential to reduce informational asymmetries by disseminating adequate information for informed decision making.
4. **Safeguard the privacy and confidentiality of customer information and data.**

Promote and encourage unlimited respect for human rights among potential and current customers.

In regard to suppliers:

1. **Promote the abolition of child and forced labor throughout its supply chain.** The Group requires all of its suppliers to hire people of legal working age only.
2. **Promote respect for human rights among critical suppliers.** The Group encourages its key suppliers to make a commitment to human rights.
3. **Promote safe and healthy working conditions for workers employed by external contractors** that provide services at Grupo Security facilities.

In regard to society:

- 1 **Directly support and promote human rights in the communities in which it operates and with which it interacts.** Through collaboration with national and international organizations, the Group seeks to promote respect for human rights and the attainment of the United Nations Sustainable Development Goals.
- 2 **Promote the reduction of negative direct and indirect social and environmental impacts and develop more projects that promote environmental care.** The Group incorporates the Equator Principles / Principles for Responsible Investment in decisions related to projects and customer investments.
- 3 **Prevent and avoid the financing of illicit practices,** complying with anti-corruption and anti-money laundering regulations as stipulated in Law 20,393 of 2009 and its amendments.

In regard to other stakeholders:

Disseminate its fulfillment of this Human Rights Policy among all stakeholders.

5. Remediation and Complaint Management Mechanisms

The Group will have complaint channels where employees and any other stakeholder can report and denounce possible human rights violations, confidentially and without fear of reprisal.

These channels will be made available on Grupo Security's website.

The Corporate Compliance Area will be responsible for receiving and evaluating complaints related to possible violations of this Human Rights Policy, in accordance with current legislation.

Non-compliance or violations of human rights may give rise to remediation mechanisms and/or disciplinary measures established by law, the respective contracts, the Internal Order, Hygiene and Safety Regulations, and other internal policies and procedures.

6. Implementation and Communication

Grupo Security understands the importance of actively implementing this Policy among its different stakeholders. Specifically, it is committed to:

1. Communicating human rights commitments and updates to all stakeholders.
2. Developing and delivering training and education programs on human rights and compliance with this Policy.

7. Monitoring, Evaluation and Control

To ensure compliance with this Policy, the Group is committed to the following monitoring processes:

1. Periodically analyzing the Policy's application
2. Establishing a Human Rights Due Diligence Process
3. Allocating adequate resources for risk anticipation and mitigation

Grupo Security is committed to developing a Human Rights Due Diligence process in a timely manner that includes the Bank's national operations and its customers and direct suppliers.

The due diligence process includes assessment of the actual and potential human rights impact of its own activities and those directly related to its operations, products or services that are provided by its business relationships; it also includes integration of the findings and action thereon.

8. Governance

The Corporate Affairs Division is responsible for the preparation, implementation and updating of this Policy.

This Policy shall come into effect on the date of its publication. Its contents will be reviewed annually, and changes or modifications will be made as deemed appropriate.

This policy is available on the corporate intranet and publicly on the Group's website <https://www.security.cl/sostenibilidad>

9. Reviews and Updating

Table of reviews and updates

No.	Modifications made	Date	Conducted by (Area/Name of employee)	Reviewed and Approved by (Name, Position)
1	Created on	24 November 2022	Corporate Affairs Division	The respective Boards of Directors of Grupo Security companies.