

## Human Rights

The Company is committed to caring for the Human Rights of its employees based on the UN definitions, for which it has promoted the development of a due diligence process that aims to identify risks in respect of Human Rights. This process is the basis of the work to prevent these risks, involving the various related stakeholders, and defining a reporting channel to facilitate contact with those involved.

Additionally, some of the main topics that were raised can be seen in the following table.

N°	HRRR Topic	Description	Process	Stakeholder	Controls
1	Occupational Health & Safety	Provide a safe and healthy environment. By maintaining a productive workplace, as well as quality standards, minimizing the risk of accidents, injuries and exposure to health risks of its workers, customers and suppliers.	Protocols and regulations that regulate issues related to work accidents	Employees	Committee on Safety and Health at Work LATAM Peru. Regulation of Safety and Health at Work LATAM Peru. LATAM Group Code of Conduct. Global Code of Conduct for Third Parties and Third Intermediaries (TPIs) of the LATAM Group.
			Conditions for people with special needs (pregnant women, people with disabilities, etc.)	Employees / Clients	
			Care protocols for work and traffic accidents	Employees	
			Insurance and coverage	Employees	
			Personnel mobilization	Employees	
			Work tools	Employees / Third Parties	
			Workspaces and infrastructure	Employees / Third Parties	
2	Ethics and Integrity	Development of transparency policies as a strategy to prevent corruption, it is necessary to consider the different concepts, aspects,	Compliance with the Compliance program established by LATAM	State / Employees / Third Parties	LATAM Corporate Governance Policies. LATAM Compliance Policies. Form for Meetings with Public Officials.
			Reporting tools	Employees / Third Parties	
			Management of third-party intermediaries (TPIs).	Employees / Third Parties	

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		scenarios and factors that intervene in this problem, such as the ethical values under which the company is sustained.	Consequence management	Employees	Global Compliance Policy on Anticorruption of the LATAM Group.
3	Discrimination	Prevention of discrimination based on race, sex, color, nationality or social origin, religion, age, disability, sexual orientation, political opinion, or any other category protected by applicable laws. The fundamentals for recruiting, hiring, communication, training, among others, are based on objective parameters.	Wage discrimination	Employees / Society	LATAM Group Compensation Policy. LATAM Group Code of Conduct. LATAM Internal and External Selection Policy. Internal Labor Regulation LATAM Peru.
			Discrimination in hiring and promotions	Employees / Society	
			Discrimination in the work environment between collaborators, clients and suppliers.	Employees / Society	
4	Remuneration	Compensation and promotions at the Company are based on aptitude, performance, skills and experience. As well as maintaining the timely payment of applicable remuneration and social benefits in accordance with the regulation.	Compliance with labor laws related to remuneration	Employees	LATAM Group Code of Conduct. LATAM Group Compensation Policy.
			External equity	Employees / Society	
			Payment (economic compensation) in periods of temporary disability	Employees	
5	Working Hours and Forced Labor	Prohibition of the use of any form of forced labor, including prison work, contract work,	Forced labor	Employees / Third Parties	LATAM Group Code of Conduct. Internal Work Regulations of LATAM Peru.
			Compliance with the legal country working hours (workers, suppliers and outstanding personnel)	Employees	

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		debt bondage, military work, or slave labor.	Compliance with special industry regulations	Employees	LATAM Peru Vacation Policy.
			Overtime work	Employees	
			Measures to reconcile family and personal life with the working day	Employees	
6	Child labor	Adherence to the established minimum age provisions by applicable laws and regulations. As well as the prohibition of hiring regarding child labor consistent with the standards of the International Labor Organization.	Hiring of personnel by Latam	Employees / Society	LATAM Group Code of Conduct. LATAM internal and external selection policy.
			Hiring of personnel by suppliers	Third Parties / Society	
7	Union	Right of workers and their groups to group themselves by common interests and relationships between representatives.	Freedom of association for Latam workers	Employees	LATAM Group Code of Conduct. Internal Labor Regulation LATAM Peru. Collective Agreements signed with Trade Unions of Workers.
			Relationship of union leaders or affiliates with company representatives	Employees	
			Respect and compliance with collective agreements	Employees	
8	Harassment and Violence	Work environment free of any forms of workplace or sexual harassment, as well as prevention of physical or verbal violence.	Relationship between Latam workers	Employees	Policy for prevention and intervention against sexual harassment of LATAM Peru. Intervention Committee against sexual harassment of LATAM Peru. LATAM Group Code of Conduct. Internal Labor Regulation LATAM Peru.
			Relationship of workers with suppliers	Employees / Third Parties	
			Relationship of Latam staff with a general role (Airport / SAB / Operations) with disruptive customers / passengers	Employees / Clients	

N°	HHRR Topic	Description	Process	Stakeholder	Controls
9	Environmental Regulatory Compliance	Compliance with environmental regulations	Adaptation to the environmental regulation promoted by the country where Latam operates	Employees / Third Parties / Society / Clients	LATAM Group Code of Conduct. Safety, quality and environment policy of the LATAM Group. Global Code of Conduct for Third Parties and Third Intermediaries (TPIs) of the LATAM Group. LATAM Group Procurement Policy.