

N°	Primary HR	Description	Process	Involved and/or threatened stakeholders	Control Measures
1	Workplace Health and Safety	Provide a safe, healthy environment Maintaining a productive workplace and quality standards to minimize any risk of accident, injury or exposure to any health risks to employees, customers or suppliers.	Protocols and rules that regulate matters of workplace accidents	Employees	<p>Workplace Safety and Healthcare Committee at LATAM Peru</p> <p>Workplace Safety and Healthcare Regulations at LATAM Peru</p> <p>LATAM Group Code of Conduct</p> <p>LATAM Group Comprehensive Code of Conduct for Third Parties and Third-Party Intermediary (TPIs)</p>
			Conditions for people with special needs (pregnant women, people with disabilities, etc.)	Employees/Customers	
			Protocols for care when it comes to workplace or transit accidents	Employees	
			Insurance and coverage	Employees	
			Staff mobilization	Employees	
			Job tools	Employees/Third Parties	
			Work and infrastructure spaces	Employees/Third Parties	
2	Ethics and Integrity	When developing transparent policies as a prevention strategy against corruption, various aspects, scenarios and factors that affect this issue must be considered such as the ethical values at the heart of the company.	Fulfillment of LATAM's Compliance Program	State/Employees /Third Parties	<p>LATAM Corporate Governance Policies</p> <p>LATAM Compliance Policies</p> <p>Public Administrator Meetings Form</p> <p>LATAM Group Anticorruption Global Compliance Policy</p>
			Reporting tools	Employees/Third Parties	
			Managing third party intermediaries (TPIs)	Employees/Third Parties	
			Consequence Management	Employees	
3	Discrimination	<p>Prevent discrimination due to race, sex, color, nationality or societal background, religion, age, disability, sexual orientation, political perspective or any other category protected by applicable legislation.</p> <p>The basis for recruitment, hiring, communications, training and others are based on objective parameters.</p>	Wage discrimination	Employees/Company	<p>LATAM Group Compensation Policy</p> <p>LATAM Group Code of Conduct</p> <p>LATAM Internal and External Hiring Policy</p> <p>Internal Workplace Regulations at LATAM Peru</p>
			Hiring and promotion discrimination	Employees/ Company	
			Work environment discrimination between team members, customers and suppliers	Employees/ Company	
4	Compensation	Remuneration and promotion with the Company are based on skills, performance, ability and experience. Also, make sure payments of compensation and applicable social benefits in keeping with regulations are done in a timely manner.	Compliance with labor laws on remuneration	Employees	<p>LATAM Group Code of Conduct</p> <p>LATAM Group Compensation Policy</p>
			External equity	Employees/ Company	
			Payment (financial compensation) during times of temporary disability	Employees	
5	Workday and Forced Work	Prohibit any kind of forced work, including work done by prison inmates, work under forced compliance contracts, debt servitude, military work or slave labor	Forced work	Employees/ Third Parties	<p>LATAM Group Code of Conduct</p> <p>Internal Workplace Regulations at LATAM Peru</p> <p>LATAM Peru Vacation Policy</p>
			Compliance with a country's legal workday definition (workers, suppliers and key personnel)	Employees	
			Compliance with special industry regulations	Employees	
			Overtime work	Employees	
			Work and personal/family life balance measures	Employees	
6	Child Labor	Follow all provisions on age minimums set out in applicable laws and regulations. Prohibition on hiring child labor consistent with the standards of the International Labour Organization.	Hiring staff by Latam	Employees/ Company	<p>LATAM Group Code of Conduct</p> <p>LATAM Internal and External Hiring Policy</p>
			Hiring staff by suppliers	Third Parties/Company	
7	Unions	Rights of workers and their collectives to unionize for their shared interests and relations with representatives.	Free association for Latam workers	Employees	<p>LATAM Group Code of Conduct</p> <p>Internal Workplace Regulations at LATAM Peru</p> <p>Collective Agreements signed with Worker Unions</p>
			Relationships with union officials or affiliates with representatives at the company	Employees	
			Respect for and fulfillment of collective agreements	Employees	
8	Harassment and Violence	<p>Work Environment</p> <p>Free from any kind of sexual or other harassment and the prevention of all physical or verbal abuse.</p>	Relationships among Latam employees	Employees	<p>Prevention and intervention policy on sexual harassment at LATAM Peru</p> <p>Intervention committee on sexual harassment at LATAM Peru</p> <p>LATAM Group Code of Conduct</p> <p>Internal Workplace Regulations at LATAM Peru</p>
			Relationships with supplier employees	Employees/ Third Parties	
			Relationships of Latam personnel in general/roles (Airport/OBS/Operations) with disruptive customers/passengers	Employees/ Customers	
9	Environmental Regulatory Compliance	Compliance with Environmental Regulations	Adaptation to the environmental regulations of a given country where Latam operates	Employees/Third Parties/Company/ Customers	<p>LATAM Group Code of Conduct</p> <p>Safety, Quality and Environmental Policy of the LATAM Group</p> <p>LATAM Group Comprehensive Code of Conduct for Third Parties and Third-Party Intermediary (TPIs)</p> <p>The LATAM Group Procurement Policy</p>