



## Inclusion and **DIVERSITY POLICY**

At Shopping Centers we are aware of the opportunity we have as a company to contribute to a fairer and more egalitarian society, which promotes the inclusion and diversity of people.

We are convinced that to be a real contribution, we must be a reflection of the community and represent the vast diversity that characterizes the world with a commitment that builds meaningful footprints in future generations. Only in this way can we listen and respond authentically to the needs of our customers and contribute to sustainable development.

We firmly believe that our role transcends the service that we deliver in our shopping centers, that's why we want them to be spaces where people can grow, in **ENVIRONMENTS OF RESPECT, EMPATHY AND OF COURSE, FREE OF DISCRIMINATION.**

Our actions are based on the standards established in the Non-Discrimination Law 20.609, that integrates 15 categories of groups considered of special protection: race or ethnicity, nationality, socioeconomic status, language, ideology or political opinion, religion or belief, affiliation to a labor or trade union, gender, sexual orientation, gender identity, marital status, age, heritage, personal appearance and illness or disability.

Through responsible diversity management, we improve not only our internal motivation and productivity, but we also open our doors for all our employees and clients, both current and potential, to feel free, independent and autonomous inside our shopping centers.

To follow our commitment to diversity and inclusion, we will focus our efforts in **THREE GREAT PILLARS OF WORK:**

- **BUILDING STRATEGIC ALLIANCES** that allow us to strengthen our diversity, opening hiring opportunities and updating our knowledge to build a more inclusive company for employees and customers.

- **INTERNAL AND EXTERNAL LABOR INCLUSION**, including employees, suppliers and tenants, in whom we see an enriching work opportunity, offering spaces to grow and develop their capabilities, skills and individual interests.

- **UNIVERSAL ACCESS FOR EVERYONE** of our shopping centers to serve the reality and diversity of our internal and external audiences, taking into account our employees, tenants, clients and community in general.

From our features associated with our business and infrastructure, Cencosud Shopping Centers will focus these commitments towards people with disabilities. At the same time, we work based on a diversity and inclusion management system that will allow us to generate a permanent review and continuous improvement regarding these work pillars.

Through this Policy and our **SUSTAINABILITY STRATEGY** we will guide our actions, so each of our shopping centers and brands contribute to the creation of spaces that respect diversity.