

Gender Equality, Diversity, and Inclusion Policy



Introduction

Currently, the oEnergy group has more than 190 employees, where around 10% are women and two of them hold a decision-making position, specifically a management position.

Based on the United Nations 2030 Agenda, which identifies 17 Sustainable Development Goals (SDGs), this Policy focuses on Goal 5, which refers to gender equality and women's empowerment. Chile's National Energy Policy [1] for 2050 is also considered as a framework, as this document highlights inclusive economic development, along the need to promote women's incorporation into the energy sector.

It's important to highlight the work and leadership carried out by Mesa Energía + Mujer, a voluntary public-private initiative, responsible for the creation of a plan that proposes a management model (conceptual framework and strategic action) focused on male-dominated sectors. In 2018, it raised the 1st Sectoral Diagnosis of Barriers and Gaps in the Energy Sector (2019) [2], identifying that the participation of women represented 23%, segregated and concentrated in administrative positions and as assistants in commercial processes.

This document formalizes oEnergy's commitment to supporting the participation and inclusion of women in the energy sector, ensuring a work environment free of arbitrary discrimination and prejudice, and promoting diversity and inclusion throughout the organization. The company aims to position itself as a leading NCRE company through its contribution to reducing the carbon footprint and promoting gender equality in the energy sector.

1. Scope

Applicable to all areas and collaborators of the oEnergy group companies, all of which are responsible to follow the guidelines established in this policy.

2. Background

Workforce diversity is defined as the degree of inter-organizational representation of people with different affiliation groups and cultural significances, a concept that is intended to expand the plurality of perspectives and experiences within the organization and to become a strategic resource that provides comparative advantages.

Studies indicate that both inclusion and diversity in work environments have a positive impact. They increase employee commitment and satisfaction; improve talent retention, boost innovation, creativity, and problem-solving capacity; enhance corporate image, and elevate overall organizational performance. However, the added value that diversity can bring to a company is directly related to its management. Diversity management understood as a dynamic system based on updated information that allows the analysis of existing dynamics between people and work groups and their impact on the business. It implies continuous learning, linked to the transformations of people and their relationships with each other and with their environment.

Diversity management starts with embracing the unique characteristics and attributes of each individual, welcoming and promoting their uniqueness to create value and acknowledge their rights. This commitment is reflected at a strategic level within the company to establish and strengthen inclusive and respectful environments, embracing this diversity.

In this context, oEnergy, drawing from the principles outlined in the United Nations Universal Declaration of Human Rights (1948), the Convention on the Elimination of All Forms of Discrimination against Women (1981), the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (1994), the Yogyakarta Principles (2007), and the Internal Rules of Order, Hygiene, and Safety, undertakes the responsibility to uphold the fundamental rights of all employees.

In line with the above, the company has created this "Gender Equality, Diversity, and Inclusion Policy", applicable to all employees and its Board of Directors, with the conviction that consolidating teams formed by geographic, ethnic, cultural, gender and professional diversity provides added value to the company.

3. Purpose

Establish a corporate commitment to construct and reinforce an inclusive and respectful company, specifically addressing diversity and gender issues.

4. Declaration

"At oEnergy, we are genuinely concerned about the incorporation and development of women in workplaces under equal conditions, in the belief that this will enable our company to fulfill its mission more effectively and efficiently".

5. Commitments

oEnergy commits to:

- Develop recruitment, selection and hiring processes free of gender bias and stereotypes to contribute to the incorporation of women in the energy sector, understanding that there are barriers to their participation and gender segregation.
- Promote a culture that ensures equal opportunities, guaranteeing the development and retention of talented people and a harmonious and relaxing work environment.
- Respect the basic rights of all employees, avoiding any arbitrary discrimination, understood as any distinction, exclusion or restriction based on race or ethnicity, sexual orientation, gender identity and expression, gender, socioeconomic status, ideology or political opinion, maternity, breastfeeding, marital status, affiliation, personal appearance and illness or disability.
- Maintain efforts to continue carrying out activities that raise awareness and train our staff on gender, diversity and inclusion.

- Ensure the establishment of a work environment free from gender-based violence by implementing measures for the prevention and punishment of behaviors that constitute discrimination, workplace harassment, and sexual harassment.

6. Lines of action for the implementation of the Diversity and Inclusion Policy with gender equality

oEnergy will implement the following lines of action to address the intersectionality of gender, inclusion, and diversity

- To provide the conditions to generate respectful and integral work environments, aiming at the excellence of the internal work.
- Generate environments conducive to equity in recruitment, professional development and talent management with concrete actions. Offer professional practices, internships or mentoring to support the professional and technical training of women and their progressive insertion into the energy sector.
- Strengthen work-life balance through innovation and creativity, implementing new elements and procedures. Generate an internal and external communication strategy with a gender perspective that makes oEnergy's good practices visible.
- To foster a culture of professional and human excellence based on diversity, innovation, creative solutions and knowledge.

7. Governance

The Corporate Affairs Management and the Human Resources Department are responsible for ensuring compliance with the commitments contained in this Policy, defining the actions, deadlines and persons responsible for its implementation. They shall promote a culture based on this Policy and ensure that the actions undertaken respond to the commitments contained in it and add value to the organization, in addition to being responsible for ensuring proper compliance with the Policy.

8. Consistency with current regulations

This policy is in line with oEnergy's current regulations. Therefore, this Policy does not supersede or replace any other obligations or prohibitions that may be contained in the law or in the company's internal regulations.

9. Terms and approval

This Policy is effective as of March 8, 2023. All modifications made to this Policy must be in writing and will become effective once approved by the General Management and made known to the members of the company through its website <http://www.oenergy.cl/>

See also

Glossary

Gender: roles, features, and opportunities defined by society that are considered appropriate for men, women, boys and girls, and people with non-binary identities. Gender is also a product of relationships between people and can reflect the distribution of power between them. It is not a static concept, but changes over time and place.

Sexual Orientation: the capacity of each person to feel deep emotional, affective and sexual attraction, as well as to sustain intimate and sexual relationships with persons of a different gender, the same gender or more than one gender.

Gender Identity: a person's innate, deeply internal and individual experience of gender, which may or may not correspond to the person's fisiology or assigned sex at birth..

Diversity: a population's diverse range of cultures, ethnicities, languages, physical characteristics, socioeconomic backgrounds, religious beliefs, sexuality, gender identity, neurology.

Inclusion: welcoming, managing and enhancing the diversity and uniqueness of each person, understanding it from an approach of value creation and recognition of rights. This is not limited to a single group, but is a right of all people, prioritizing traditionally excluded groups.

Gender Bias: biased inclination towards a person or group based on their gender. This bias can be shown as a predisposition, partiality, prejudice or predilection when selecting, representing or making decisions about a person or group.

Santiago, March 8, 2023

[1]Ministry of Energy (2021). Política Nacional de Energía. Available at: <http://biblioteca.digital.gob.cl/handle/123456789/3857>

[2] Deuman (2019). Diagnosis of the situation of women's insertion in the energy sector. sectorenergético. Available at: https://energia.gob.cl/sites/default/files/documentos/estudio_diagnostico_de_la_situacion_de_i_nsercion_de_las_mujeres_en_en_el_sector_energetico.pdf.