



**Human Rights
Commitment Declaration
Policy**

Human Rights Commitment Declaration

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Human Rights Commitment Declaration

1. Introduction

LATAM Airlines Group S.A. and its affiliates, henceforth, LATAM Group, carry out their internal and external business activities under ethical principles, with the main goal of creating economic, social, and environmental value for the people and institutions they relate to.

LATAM Group adheres to the local regulation of the countries where it operates, and to internationally acknowledged regulation, such as the United Nations Charter, the Universal Declaration of Human Rights, and covenants of the International Labor Organization (ILO), linked to the Fundamental Principles and Rights at Work, stating our respect and support for the protection of the fundamental Human and Labor Rights, fostering their principles and values.

2. Scope

This document (henceforth, the Declaration) applies to all of LATAM Group's Employees and Collaborators, and will be made known to the people, third parties, TPIs, and/or institutions that, for some reason of business, interact with Grupo LATAM.

3. Commitment

Through this commitment, we declare the principles on which we develop, based on Human Rights, as well as the Fundamental Principles and Rights at Work, reiterating our commitment and rejecting any form of abuse or breach of said principles and rights.

4. Responsibilities

4.1. Human Rights Vice-Presidency

It is responsible for defining the guidelines of the Declaration and updating the information contained therein. Likewise, it is responsible for managing the coordination with the LATAM Group affiliates.

4.2. Local Human Resources Department

Development and implementation of a strategy that will allow compliance with, and broadcasting of the Declaration among all workers, guaranteeing an effective risk prevention. Likewise, in charge of drafting the annual report regarding the assessment and management of the effects of our activity on human rights.

4.3. Procurement Department

Together with the Compliance Department, the Procurement Department is responsible for evaluating Third Parties and/or Third-Party Intermediaries (TPIs) within the scope of the Procurement and Supply Chain Department, prior to engaging them, in compliance with the provisions of the Declaration.

4.4. LATAM Airlines Group Employees and Collaborators

Employees and Collaborators must be familiar and comply with the LATAM Group Declaration of Human Rights and company policies. If the Employees or Collaborators have any questions regarding the compliance with this Declaration, or if they are aware of a potential breach by any of the other Employees or Collaborators, as well as by Third Parties and/or Third-Party Intermediaries (TPIs),

they must immediately contact the Human Resources Department or use the LATAM Group Ethics Channel.

4.5. LATAM Legal & Compliance Vice-Presidency

It is in charge of supporting LATAM Group, its Employees, and Collaborators regarding internal policies, and assisting the Human Resources Department regarding the international regulations on compliance with Human Rights and reviewing cases reported through the LATAM Ethics Channel.

4.6. LATAM Security Vice-Presidency

It is in charge of providing advice on issues regarding security, safety, and health at work, as well as complying with the regulation regarding operational Health & Safety.

5. Details

LATAM Group establishes a corporate policy in line with the following 10 basic principles we have defined, based on the provisions and principles of Human Rights:

- All Employees, Collaborators, and Third Parties are treated with respect and dignity, rejecting any type of discrimination, whether due to race, color, gender, sexual preference, language, origin, religion, age, disability, union affiliation, political opinion, and/or any other condition.
- We foster an environment of equal conditions and opportunities regarding employment relations, providing fair compensation and suitable and favorable employment conditions for all Employees and Collaborators.
- We are respectful of our Labor Health and Safety Management System, in order to guarantee the overall wellbeing in the work environment and the prevention of work accidents.
- We guarantee compliance with legal and ethical practices for access to work, including the internal policies and procedures to select personnel following objective standards, and rejecting any form of child labor.
- We oppose any type of forced or compulsory labor, banning any type of bondage, slavery, and/or human trafficking. Grupo LATAM's principle is to ensure voluntary work.
- We do not tolerate acts of physical, verbal, or sexual harassment or threats in the workplace; we have internal prevention and sanctioning policies, through disciplinary procedures that will make it possible to implement measures and redress said acts, should they arise.
- We acknowledge the right of freedom of association and collective negotiation, respecting the Group's Employees' choice in associating, whether or not they join a union.
- We care for the environment, fostering ongoing enhancements to our systems and processes in order to guarantee a clean, healthy, and sustainable environment. This will make it possible to prevent pollution and a negative impact from our operation.
- We have corporate policies that guarantee a proper business relation following ethical principles and conditions of legality with our clients, suppliers, and other third parties, setting measures for prevention and management.
- Our internal policies and procedures are defined following ethical guidelines, as we have a Code of Conduct that provides and bolsters the values and principles that seek to prevent or punish any contrary behavior or abuse of Human Rights.

6. Consequence management

LATAM Group's Employees and Collaborators who fail to comply with this Declaration shall be subject to the implementation of disciplinary measures pursuant to the existing local regulation.

All Employees or Collaborators who participate in any behavior or action that results in a breach of any of the principles stated in the Declaration may be penalized by LATAM Group. The report must be addressed to the local Human Resources Department so the corresponding disciplinary measure can be determined.

7. Definitions

Collaborator: Interns or Trainees are students who have a contract with LATAM Group or Third Parties, pursuant to the applicable law of each country.

Employee: Any staff member or apprentice who has entered a contract with the Group's companies, its affiliates, and branches/subsidiaries worldwide.

8. History

Not applicable.

9. Records

Not applicable.

10. Appendices

Not applicable.

11. Validity

This document shall be valid for an indefinite period as of its release, and may be altered at any given time and for any given reason.

12. Approval cycle