

**Environmental and Social Action Plan – April 2024**

#	Action	Timeline
<b>PS2: Labor and Working Conditions</b>		
1	As part of the ESAP, CODELCO will provide evidence of the implementation of a training program on discrimination and inclusion for staff and contractors.	<ul style="list-style-type: none"> <li data-bbox="1192 402 1906 493">i. Draft training material on discrimination and inclusion <i>31 October 2024</i></li> <li data-bbox="1192 532 1948 656">ii. Final training material, and training records demonstrating effective training implementation. <i>31 December 2024</i></li> </ul>
2	CODELCO will provide evidence of the implementation of a training program on forced labor for staff and contractors.	<ul style="list-style-type: none"> <li data-bbox="1192 696 1864 820">i. Draft training material on forced labor for staff and contractors. <i>31 October 2024</i></li> <li data-bbox="1192 859 1948 982">ii. Final training material, and training records demonstrating effective training implementation. <i>31 December 2024</i></li> </ul>
3	CODELCO will provide evidence of the implementation of a Human Rights Due Diligence process, demonstrating that the same is incorporated into CODELCO's risk management framework.	<ul style="list-style-type: none"> <li data-bbox="1192 1021 1940 1112">i. Draft procedure for Human Rights Due Diligence process <i>31 October 2024</i></li> <li data-bbox="1192 1151 1759 1242">ii. Final procedure and process implemented. <i>31 December 2024</i></li> </ul>