

Falabella makes progress with its diversity and inclusion policy, and announces the launch of its “LGBT+ y Aliad@s” community

- *This initiative invites employees to promote opportunities for dialog, detect weaknesses and gaps, and cultivate a sense of belonging within the company.*
- *The company's diversity and inclusion policies include providing equal benefits for all employees, giving educational talks on unconscious bias, implementing a gender transition protocol and appointing a sponsor for gender issues, sexual diversity and people with disabilities.*

Santiago, June 14, 2021. Falabella has strategically focused on transforming its culture to make it more inclusive. Therefore, it launched its corporate diversity and inclusion policy in 2019, which covers all its business units and establishes common standards, structures and processes. This policy focuses on the three areas: gender, LGBT+, and people with disabilities. The company has introduced initiatives that enshrine integration and inclusion as fundamental values within its working culture.

Constanza Saver, Deputy Sustainability Manager, said "we are transforming our organizational culture to make it more inclusive. Inclusion implies not only to attract diverse talent into our company, but also to make them all feel part of Falabella and where they can make an equally valid contribution. Team diversity is vital because it enriches our response to customer requirements and brings us closer to them."

Falabella launched its “LGBT+ y Aliad@s” community, to commemorate LGBT+ Pride Month and create opportunities to promote inclusion and protect the dignity of its employees, regardless of their gender identity, gender expression and sexual orientation, in the following business units: Falabella Financiero Chile, Peru and Colombia. Sodimac Chile and Peru, and Falabella Retail Peru and Chile. This will subsequently be rolled out across the remainder of its businesses in every country.

It aims to change the company’s culture, by calling on employees to open up opportunities to dialog, detect weaknesses and gaps, and generate a sense of belonging within the company. Training has already been provided to 28 leaders who will lead the LGBT+ community within the business.

A workshop that aims to train 3,000 employees will be held during this week, and a training program for 180 leaders is being promoted within 45 Falabella Retail, Sodimac, Banco Falabella and Tottus stores, in order to transform the company’s culture to become more inclusive and embrace diversity. This program will train people who play a key role in each store and can positively influence the company’s employees, customers, suppliers, contractors, and anyone who interacts with it on a daily basis.

The company’s inclusion and diversity policy also includes a complementary insurance policy that covers gender transition, including psychological support, hormone treatment and surgery; an integrity channel to submit appropriate complaints; a gender transition protocol; and promises the same marriage benefits to its employees with a civil union partner.

The company has been a member of Pride Connection Chile since 2019. This network promotes inclusive working environments and links over 80 Chilean companies who attract LGBT+ talented people. Falabella participated in the Pride Connection Chile measurement during 2020, for the second consecutive year, where its business units scored B+ on average. This result indicates that it has reached a medium-high level of development as an organization that respects LGBTI+ diversity.

It has also implemented awareness-raising measures such as educational talks and discussions, which have trained over 600 executives. Mr. Gonzalo Smith, Legal Affairs and Corporate Governance Manager was appointed the sexual diversity sponsor, whose duties include informing people about these issues, encouraging inclusion and raising the profile of sexual diversity.