

FALABELLA



POLICY AGAINST SEXUAL HARASSMENT, WORKPLACE HARASSMENT, AND
WORKPLACE VIOLENCE

I. Introduction

Falabella promotes and requires a work environment where individuals are treated with respect and dignity, and where their physical and psychological integrity is protected from sexual or workplace aggressions, in or in connection with the performance of their work.

Sexual Harassment, Workplace Harassment, and Workplace Violence undermine the dignity and health of individuals, so Falabella promotes actions and measures aimed at preventing and punishing such behaviors, fostering a good work environment, and a culture of integrity.

II. Objective

The objective of this Policy is: **i)** to establish the basic principles by which Falabella and all its Employees must be guided to prevent all forms of Sexual Harassment, Workplace Harassment, and Workplace Violence, and **ii)** to establish the guidelines that Employees and each Company must follow in the event of these situations occurring.

III. Scope

This Policy is corporate in nature and is applicable to all of Falabella and must be implemented and enforced by all its Employees. Additionally, Falabella will encourage its Suppliers and other third parties with whom it interacts to align their conduct with the principles established in this Policy.

III. Definitions

The terms used in this Policy with initial capital letters are defined in Annex No. 1.

IV. General Principles

The general principles that must guide Falabella and all its Employees in this matter are as follows:

1. Respect for the Dignity of Individuals

Falabella is firmly committed to respecting and protecting the dignity of individuals. This constitutes a fundamental pillar of its corporate integrity culture.

Therefore, each Company must take the necessary measures to prevent the occurrence of any conduct that constitutes Sexual Harassment, Workplace Harassment, or Workplace Violence.

2. Promotion of a Good Work Environment

All Employees have the right to carry out their work activities in a dignified work environment characterized by mutual respect. Therefore, Falabella will promote a space where constructive relationships between individuals and a good work atmosphere exist.

V. Prohibited Conducts

This Policy prohibits any conduct constituting Sexual Harassment, Workplace Harassment, or Workplace Violence.

Among others, behaviors constituting Sexual Harassment include soliciting sexual favors, conditioning a work benefit on the performance of a sexually suggestive behavior, and making sexually suggestive gestures.

Behaviors constituting Workplace Harassment include threatening an Employee, yelling at or insulting them, whether alone or in the presence of others, ignoring or excluding them by speaking only to third parties present, pretending they are absent; spreading rumors that may damage their reputation, image, or professionalism. These behaviors may occur once or repeatedly, and always with the intention or result of undermining, mistreating, or humiliating the Employee who is the subject of them or threatening or harming their Employment Situation or opportunities.

Likewise, behaviors of Workplace Violence are considered those carried out by third parties outside the employment relationship that affect Employees during the provision of services.

Both Sexual Harassment and Workplace Harassment can be committed by a superior against a subordinate, by a subordinate against a superior, or between peers. Workplace Violence, on the other hand, can be committed by third parties, such as Suppliers and Customers, against Employees.

VI. Prevention Measures for Sexual Harassment, Workplace Harassment, and Workplace Violence

1. Communication

The Governance, Ethics and Compliance Management of Falabella S.A. will be responsible for developing, at least once a year, a communication campaign to inform about this Policy, the basic concepts related to Sexual Harassment, Workplace Harassment, and Workplace Violence, and the prevention and punishment measures, to strengthen a culture based on respect and dignity for people.

2. Training

The Governance, Ethics and Compliance Management of Falabella S.A. will conduct training sessions for Employees as often as deemed necessary to raise awareness and educate about such behaviors, promoting reporting by those who have knowledge of or have been victims of Sexual Harassment, Workplace Harassment, or Workplace Violence.

3. Others

Each Company may implement any other measures it deems necessary to strengthen the prevention of Sexual Harassment, Workplace Harassment, and Workplace Violence.

VII. Reporting and Procedure

1. Reporting

Any Employee who has knowledge of or is a victim of a conduct that may constitute Sexual Harassment, Workplace Harassment, or Workplace Violence may report it through any of the means of communication of the Integrity Channel or may resort to the corresponding public authority in accordance with the Applicable Legislation.

2. Investigation

Reports related to Sexual Harassment, Workplace Harassment, and Workplace Violence will be investigated in accordance with the provisions of the General Investigation Policy, the General Investigation Procedure, and the Applicable Legislation.

In cases of Sexual Harassment, Workplace Harassment, and Workplace Violence, each Company may directly refer the information to the corresponding public authorities, if required by the Applicable Legislation.

3. Confidentiality

Any information received by the Company related to Sexual Harassment, Workplace Harassment, and Workplace Violence must be treated as strictly confidential and shared only with those who have a Need to Know, safeguarding the identity of the complainant, the accused, and all individuals involved in an investigation, as well as any data related to it.

Any Employee who becomes aware of a case of Sexual Harassment, Workplace Harassment, or Workplace Violence must maintain confidentiality regarding it.

VIII. No Retaliation

Falabella will not tolerate retaliation against any Employee who, in good faith, makes an inquiry, report, or participates in any way in an investigation related to Sexual Harassment, Workplace Harassment, or Workplace Violence.

IX. Policy Compliance

The Human Resources Department will be responsible for the implementation and execution of this Policy. Likewise, every Employee has the responsibility to ensure full compliance with this Policy and any internal regulations that the Company has issued regarding this matter.

Any violation of this Policy may result in disciplinary measures against the Employee, in accordance with the provisions of the Integrity Code, current legislation, and the Company's Internal Regulations for Hygiene and Safety.

X. Integrity Channel

In the event that Employees have any questions or inquiries regarding the application of this Policy, or if they wish to report any acts contrary to it, they may do so through the Integrity Channel.

The communication channels for the Integrity Channel are: i) by email sent to contactochile@gerenciadeetica.com; ii) by phone at 800726100; or, iii) through the online platform that each Company has made available for this purpose.

XI. Related Documents

- Integrity Code
- Policy on Human Rights and Business
- Diversity and Inclusion Policy
- Gender Equity Policy
- General Investigation Policy
- General Investigation Procedure
- Protocol against Gender Violence
- Protocol for Gender Transition

Annex No. 1

Definitions

The words and terms defined below, when written with initial capital letters as done in their respective definitions that follow, whether or not necessary according to the spelling rules for the use of capital letters, and regardless of the place in this Policy where they are used, or if they are used in a person, number, mode, tense, or grammatical variable, as necessary for the proper understanding of the same, shall have the meanings ascribed to each of said words or terms below:

"Applicable Legislation" means labor legislation and any other binding regulations that, in the country of operation of a Company, establish the applicable legal framework for Sexual Harassment, Workplace Harassment, and Workplace Violence.

"Company" means the Falabella company to which what is stated in this document may be attributed for a specific case.

"Customer" means an individual who, by virtue of any contract for consideration, acquires, uses, or enjoys, as end-user, goods or services.

"Employee" means: i) any person bound to a Company by an employment contract; ii) anyone who acts on behalf of a Company regardless of the nature of the relationship they have with them; and iii) all members of the Board of Directors, or any other collegiate management body that, under the applicable law, corresponds to a Company.

"Employment Situation" means any context that involves the Employee in the performance of their duties: i) objective: position, salary, rights, obligations, conditions, evaluation; and, ii) subjective: work environment, career path, projection in the company, among others.

"Falabella" means: i) Falabella S.A.; ii) any other legal entity, in any jurisdiction, in which Falabella S.A. controls, directly or indirectly through another natural or legal person, more than 50% of its voting capital, or of its capital if it is not a corporation, or may elect or appoint or have elected or appointed the majority of its directors, advisors, or administrators; and, iii) any other legal entity, in any jurisdiction, in which Falabella S.A. owns, directly or indirectly through another natural or legal person, 50% or less of its voting capital or capital, provided that the former is distinguished publicly as a business with trademarks of Falabella S.A., or of any of the Falabella companies described in the immediately preceding item ii).

"Need to Know" means the criterion of communication or participation of information regarding a case or investigation of Sexual Harassment, Workplace Harassment, or Workplace Violence, according to which: i) case information is given or disclosed only to those with a role to fulfill for the purposes of the case or its investigation; ii) case information is communicated or shared restrictively to what the recipient needs to know to fulfill their role related to it or its investigation; and, iii) case information is shared only at the time it is necessary to deliver it; neither before nor after.

"Sexual Harassment" means any behavior or demand of a sexual nature, carried out by an Employee, regardless of gender, unwelcome by the Employee to whom it is directed, by

any means, and that causes or threatens to cause harm to their work performance, their Employment Situation, or their job opportunities, or that creates an intimidating, hostile, or humiliating work environment for the victim.

"Workplace Harassment" means any conduct constituting aggression or harassment that occurs once or repeatedly, carried out by one or more Employees against another or other Employees, by any means, and that is intended to or results in the detriment, mistreatment, or humiliation of the affected party or parties, or that threatens or harms their work performance, their Employment Situation, or their job opportunities in the Company.

"Workplace Violence" means any conduct exercised by third parties outside the employment relationship that affects Employees, in the performance of services.

CLASIFICACIÓN	FECHA APROBACIÓN	N° DE POLÍTICA
Uso Interno	20/06/2023	28

CONTROL DE VERSIONES					
Fecha	Versión	Modificaciones	Responsable	Revisor	Aprobador
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