

Responsible leadership *continued***Prevention, investigation and punishment of workplace harassment, sexual harassment or violence at work**

The publication of law No. 21,643 in Chile, which is titled “Amends to the Labour Code and other legal bodies, in matters of prevention, investigation and punishment of workplace harassment, sexual harassment or violence at work” (also known as Karin’s law), has required companies to adapt to new standards of transparency and speed in managing complaints and incidents related to workplace harassment, sexual harassment, or violence.

In 2024, we focused within the Group on the implementation of this law, adjusting internal investigation and response processes to meet the new regulatory requirements. These processes were optimised to comply with a 30-day timeframe.

In July 2024, before the law came into force, we held a live stream event for the entire Group, to address the changes brought about by the new regulations and to provide a forum to answer employees’ questions.

Antofagasta Minerals integrates the Law No. 21,643 – Karin’s Law Advisory Council

We are part of the Advisory Council for law No. 21,643 – Karin’s Law, which is led by the Chilean Safety Association (ACHS) and the Carlos Vial Espantoso Foundation. This council supports organisations in implementing the law and promoting a culture of mutual respect in the workplace.



Los Pelambres