

POLICY OF LABOR CONDITIONS AND LIFE QUALITY



BancoEstado[®]





POLICY OF LABOR
CONDITIONS AND
LIFE QUALITY

PURPOSE AND
SCOPE

PURPOSE AND SCOPE

BancoEstado seeks to generate safe and positive working conditions that allow reconciling the needs of its clients with the objectives of its workers.



GENERAL PRINCIPLES OF THE POLICY

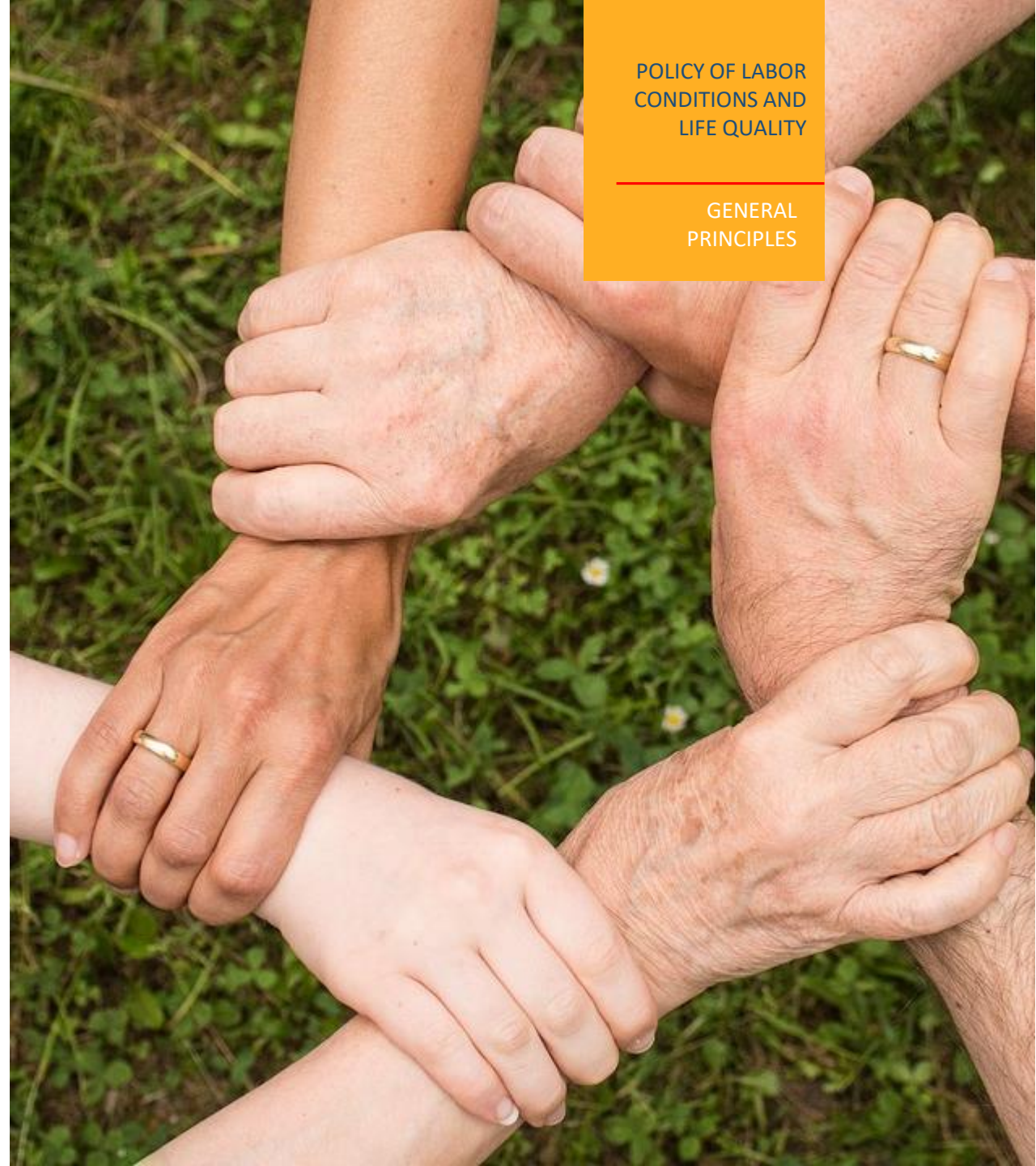
- BancoEstado has Labor Security conditions, in accordance with the existing rules and regulations.
- All workers shall have the obligation to comply with the regulations, conditions and safety regulations, both those established in the Internal Regulation of Order, Hygiene and Safety, as well as those definitions and regulations established by the Bank.
- BancoEstado seeks to ensure that working conditions minimize the risk situations to which workers may be exposed, informing them permanently about those health, safety and care aspects that are necessary to promote occupational health, personal well-being and life – work balance.
- BancoEstado appraises the keep-on and promotion of healthy lifestyles of its workers, which is why it takes measures and actions that promote health care, generate free of tobacco smoke spaces and prevent drug consumption. It also seeks to promote all kinds of activities, programs and measures that promote the creation and maintenance of sports and recreational activities for its workers.

GENERAL PRINCIPLES OF THE POLICY

- **BancoEstado, considering its business needs,** makes special efforts so its workers' commutes are compatible with higher life quality levels for them.
- **BancoEstado recognizes the value of integration instances,** facilitating the participation of its workers in different social, cultural and sports organizations, among others that the Bank has for its workers.
- **BancoEstado considers labor flexibility** as an appropriate way to reconcile workers' personal and working lives aspects, duly safeguarding the legal framework.

POLICY OF LABOR
CONDITIONS AND
LIFE QUALITY

GENERAL
PRINCIPLES





POLICY OF LABOR CONDITIONS AND LIFE QUALITY

www.bancoestado.cl