



REGIONAL POLICY

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1- Objective

In the Cencosud group companies we aspire to improve the lives of our clients providing memorable shopping experiences. In this sense, we seek to generate a strong cultural organization by focusing on people, promoting respect and accepting cultural diversity.

In the Cencosud group Companies we are certain that we have diverse teams of work, which are a reflection of the societies in which we are immersed, allows us to understand better to our customers and thus be able to better serve and respond their needs. For us it is a privilege to have collaborators from different cultures, nations, religions or beliefs, sexual orientations, skills, knowledge and any other characteristics, given that we all have something unique to contribute.

We are aware that the contribution generated by each collaborator from their responsibility contribute to the overall result of the Company. That is why we make sure that we provide a proper work environment so everyone can develop professionally and personally to achieve their best potential.

2- Scope

This policy applies to all employees of the Cencosud group Companies, in all countries where we operate, and to anyone who establishes an employment relationship with the group Cencosud and its Business Units.

Additionally, Cencosud will especially value those suppliers that adhere to policies and actions of non-discrimination and appreciation of diversity.

3- Responsibilities

Collaborators - All the collaborators of the Cencosud group Companies have the individual responsibility to comply with the policies, procedures, regulations and Code of Ethics. This documents guarantee equal opportunities and non-discrimination, and must report any practice that may be or appear to be discriminatory.

Human Resources Teams - The respective Human Resource Teams of the Cencosud group Companies are responsible for implementing this policy and ensuring it is reviewed, communicated and followed.

General Management - Promote a vision of inclusion and diversity in Cencosud, providing the appropriate resources to implement this policy.



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4- Principles

In the Companies of the Cencosud group we will direct the work focusing on the following beginning:

We will act with equity. All decisions about personnel management at the Company will be carried out bearing in mind the competencies, capacities and skills of each collaborator and the requirements of their position. Said decisions shall not be influenced by gender, age, social or economic condition, religion, sexual orientation, race, marital status, political opinion, disability, nationality, ethnic group or any other condition that presents the slightest bias that is discriminatory or affects fundamental human rights.

We will promote inclusive and diverse work environments. Cencosud offers opportunities for everyone, enabling the full development of each person. At the Cencosud group Companies, we don't set quotas but we take special care when it comes to minority groups so they are correctly represented within our organization and have equal access to opportunities.

We promote dignity and respect. No types of intimidation, harassment or maltreatment (be it verbal or physical) are permitted at the Cencosud group Companies. Any acts of discrimination are prohibited, and the acceptance and respectful treatment among our team members are fully promoted.

We shall have inclusive policies and practices in personnel management. At the Cencosud group Companies we promote merit-based advancement, which is why we have practices and policies concerning recruitment and hiring, development, training and compensation that are based solely on criteria of merit and ability in terms of a given position's requirements while preventing any discriminatory bias or unequal opportunity.

We are all responsible. We are all responsible for generating an inclusive and diverse culture, in which the participation and commitment of all people it's important. As leader of a team of work, participating in the training on inclusion issues, being an example for the organization in respect and inclusion and enforcing the policy. As a collaborator, complying the policy and reporting any breaches.

We shall treat all information in a confidential manner. The highest confidentiality standards concerning any information about the private lives of collaborators are assured.

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5- Definitions

Senior Citizens - Anyone over 60 years of age.

Discrimination - Any kind of distinction, exclusion, segregation, arbitrary preference or restriction that results in inequality or rejection of opportunities.

Diversity - It refers to the difference, the existence of the variety or the abundance of circumstances of different characteristics. In this policy, we understand diversity as an expression of the characteristics that make us distinct and unique, constituting competitive advantage tool.

Gender equality - It means that women and men have equal conditions in the full exercise of their rights, in their ability to contribute to economic, social and cultural development, in addition to benefiting from its results in the same way.

Marital status - Status of a person in accordance with the civil registry that states whether or not an individual has a legally recognized partner.

Ethnicity or Race - A group of people who share certain biological characteristics due to genetic inheritance and also belong to a human group that shares a set of cultural traits such as religion, language, arts or celebrations.

Gender Identity - It is the belonging and individual and deep identification that a person feel with one gender or another, that is, with being a man or a woman.

Sexual Orientation - Ability of each person to feel an emotional, caring and sexual attraction toward a person of the same, different or both sexes.

Ideology - The set of ideas that characterizes the thoughts and behaviors of an individual. It may be of a political, religious, or economic nature or another kind.

Equal opportunities - A set of actions and processes that ensure access to the same opportunities for all.

Inclusion - A group of measures that promote the inclusions of diverse individuals and providing them with the conditions for optimal performance.

Religion or Beliefs - A group of people who share a cultural system of behaviors, practices, rituals and ethics that are deeply connected to existential matters.

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Person with a disability - All persons who have a condition that may be of a physical, intellectual, auditory, visual or psychosocial nature, be it short or long term, that could lead to various barriers affecting their full and effective participation in society.

The disability must be duly certified by an accredited institution. The following will be specific to each country:

 Chile	 Brasil	 Perú	 Colombia	 Argentina
Preventive Medicine and Disability Commission (COMPIN)	Medical report from an accredited specialist at the federal INSS agency (National Social Security Institute)	Any public or private institution authorized by the Ministry of Health	Administrators of the General Pension System, Administrators of the Workplace Risk, Health Promotion Companies or insurance companies	National Rehabilitation Service

6- Policies

At the Companies of the Cencosud group, all personnel management decisions shall be made by taking into account the merit, talent, training and competencies the position requires. There are no such cases wherein other variables shall be considered that are not directly relevant to performing the role.

6.1 Recruitment and Selection

At the Companies of the Cencosud group, we aim to work with the best talent. We know that the recruitment and selection process is a two-way street - both the candidate and the company choose.

The selection process shall solely consider the merit, talent, training and competencies required for proper role performance.

During the hiring process, the language must be inclusive and all of the position openings notices shall state that no discrimination is allowed at the Companies of the Cencosud group.

The Company shall identify recruitment sources aimed at diverse individual profiles (e.g. persons with a disability) that it will develop and maintain contact with. These alliances may be with various public and private entities to utilize their databases.

In order to promote internal development and to create the same application opportunities for every associate, all job offerings shall be published on My Career Portal, except for searches that are strictly confidential, are entry-level positions or guided searches



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6.2 Training

At the onboarding process , the Diversity and Inclusion Policy will be presented for the knowledge of all collaborators and the importance of compliance will be reinforced.

In the event it were necessary, the adequate fit of the learning methodology will be assessed for the various situations associates may face. The specifics of each will be evaluated, be it due to the amount of hours focus required or for practical activities that may be including in the training initiatives.

Additionally, the Cencosud leadership will be trained and informed about the issue of inclusion.

6.3 Compensation

All Cencosud group Companies are governed by a Regional Compensation Policy that defines the elements of the Cencosud Corporate Compensation Model. It will describe the methodology and guidelines for setting the positioning and comparison level for the referenced markets. This will promote adequate Internal Equity and External Competition as well as having a clear administration and decision-making procedure.

Salaries are set in accordance with the requirements, responsibilities, nature and contribution level of the position by using a role valuation methodology adopted by Cencosud.

6.4 Awareness-raising Measures

As a supplement to what is set forth in this document, there will be annual awareness-raising campaigns on diversity and inclusion. Additionally, our suppliers shall be asked to follow the practices in alignment with the principles and guidelines found in this policy.

6.5 Non-discrimination Declaration

Cencosud Group companies are prohibited from discriminating against any associate due to any of the characteristics described in this document. No kind of harassment, violent acts, negative discrimination, threat or reprisals shall ever be tolerated.

Any occurrence of the aforementioned prohibitions shall be immediately communicated to the correct Human Resource Manager or the Cencosud Ethics Hotline. From there, an investigation will be launched that will honor and protect the privacy of the potential victim and accused associate.

Violation of what is set out in the Policies, Procedures, Regulations and/or Code of Ethics could result in various penalties or early termination of the work contract.