

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Work performance

Our workers

In order to address current and future challenges, Codelco is committed to developing a transformation process not only of the company but also of people management, based on the competencies associated to the organization, cultural institutionalality, and new technologies and innovation where equal opportunities, diversity, and gender equality are unrenounceable principles for our company.

G4-HR5 G4-HR6

Codelco has in place a Code of Business Conduct which states, among others, that all workers must abide by the legal provisions, both national and international, that regulate or deal with the prohibition to employ forced or coercive labor or the use of child labor, thus adhering to the principles established in the UN International Convention on Children's Rights and Convention 138 of the International Labor Organization.

In August 2015, the People Management Policy was approved and enacted by the Board. This policy is strategically focused on expediting the adoption of a new productive and organizational standard, promoting team work in the interest of the business.

In this scenario we have highlighted the following spheres of action:

- People are the center of our organizational management and labor relations.
- Equal opportunities, diversity, and gender equality are unrenounceable principles.

- We promote performance and productivity among our workforce through merit, excellence in processes, operations, and company results.
- We encourage participatory labor relations in a team-work environment, on the basis of dialogue, trust, transparency, responsibility, and harmony between work activities and quality of life of Codelco workers.
- The competencies required by the future mining industry, from the point of view of the organization, cultural institutionalality, and new technologies and innovation, are key elements within the company's transformation process and people management practices.

G4-10

Codelco workers are professionals, operators, and executives committed to efficient and responsible performance whatever the position they occupy.

As of December 31st, 2015, the own workforce reached 19,117 male and female workers (permanent and temporary contracts) which is 0.2% higher than the same period in 2014, where women in our own workforce was 8.9%. Contractor companies account for 46,348 workers serving in divisions and projects.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Codelco workforce

	2014 (as of Dec. 31)	2015 (as of Dec. 31)
Permanent workforce		
Executives / Senior Administration	301	265
Professionals / Supervisors	3,927	3,907
Operators / Administrative	13,916	13,930
Subtotal permanent workforce	18,144	18,102
Temporary workforce	934	1,015
Total workforce	19,078	19,117

G4-LA6

The annual absenteeism rate in Codelco reached 3.8% in 2015. This figure covers absenteeism for the period of all workers holding permanent contracts, service and administrative operators.

The above absenteeism rate includes the unjustified cases commonly known as fail or quit, and justified absenteeism cases, such as medical leave, accidents, professional diseases, and leaves. Justified cases respond to different reasons, such as medical leave due to illness or accident and/or pre and post maternity leave, marriage leave, and decease, among others.

Own workforce per division

	2014 (as of Dec. 31)	2015 (as of Dec. 31)
Division		
Chuquimata	6,214	6,342
Radomiro Tomic	1,237	1,287
Ministro Hales	790	772
Gabriela Mistral	527	566
Salvador	1,445	1,352
Andina	1,648	1,699
El Teniente	4,921	4,750
Ventanas	974	953
Headquarters	503	522
Project Vice Presidency	819	874
Total	19,078	19,117

G4-LA12

As to age distribution across governance bodies, both men and women are found in the 30-50 year range. The Senior Administration level consists of men only, most of them over 50 years.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index



Workforce per gender and age group 2015

		Age			Total	% per gender
		X<30	30<=X<=50	50<X		
Women	Senior Administration	0	0	0	0	0
	Executives	0	19	6	25	1,47
	Non-executives	234	1,121	326	1,681	98,53
Subtotal women		234	1,140	332	1,706	8,92
Men	Senior Administration	0	0	20	20	0,11
	Executives	0	100	120	220	1,26
	Non-executives	1,572	9,321	6,278	17,171	98,62
Subtotal men		1572	9,421	6,418	17,411	91,08
Total own workforce		1,806	10,561	6,750	19,117	100

Senior Administration does not include the Board.

Labor turnover

G4-LA1

In 2015, most divisions recruited people between 30 and 50 years old. Chuquicamata hired the largest number of people. The division recruited a total of 329 workers: 270 men and 59 women.

Message from our CEO

Sustainability-related
commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

New recruitments for January-December 2015

Division	Gender	X<30	30<=X<=50	50<X	Total
Chuquicamata	Female	24	31	4	59
	Male	118	131	21	270
	Total new hires	142	162	25	329
Radomiro Tomic	Female	2	3	0	5
	Male	6	41	6	53
	Total new hires	8	44	6	58
Ministro Hales	Female	1	1	0	2
	Male	2	17	11	30
	Total new hires	3	18	11	32
Gabriela Mistral	Female	1	9	0	10
	Male	5	39	3	47
	Total new hires	6	48	3	57
Salvador	Female	1	2	1	4
	Male	20	38	5	63
	Total new hires	21	40	6	67
Andina	Female	6	2	0	8
	Male	59	16	1	76
	Total new hires	65	18	1	84

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

... New recruitments for January-December 2015

Ventanas	Female	5	0	0	5
	Male	14	5	1	20
	Total new hirings	19	5	1	25
El Teniente	Female	3	3	0	6
	Male	70	86	1	157
	Total new hires	73	89	1	163
Headquarters	Female	6	11	2	19
	Male	4	20	22	46
	Total new hirings	10	31	24	65
Project Vice Presidency (VP)	Female	0	24	4	28
	Male	6	92	47	145
	Total new hires	6	116	51	173



Message from our CEO

Sustainability-related
commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

The Table below shows Codelco's turnover per age group and gender per division. The annual turnover for Codelco was 5.8%.

Turnover per age group and gender (January-December 2015)						
Division	Age group			Gender		Total
	X<30	30<=X<=50	50<X	Male	Female	
Chuquicamata	28.20%	4.10%	4.40%	5.10%	7,90%	5,30%
Radomiro Tomic	9.80%	3.90%	2.90%	4.00%	3,20%	3,90%
Ministro Hales	2.70%	6.30%	18.00%	6.70%	6,20%	6,60%
Gabriela Mistral	8.30%	7.80%	10.70%	8.10%	8,20%	8,10%
Salvador	9.70%	5.50%	5.10%	5.70%	6,80%	5,80%
Andina	15.50%	1.90%	4.30%	4.30%	6,00%	4,40%
Ventanas	14.50%	0.90%	1.20%	1.90%	4,10%	2,00%
El Teniente	10.30%	2.80%	7.30%	5.10%	5,50%	5,10%
Headquarters	2.00%	6.20%	18.50%	11.70%	7,90%	10,20%
Project Vice Presidency	11.30%	14.80%	24.60%	18.30%	12,90%	17,20%
Total Codelco	13.80%	4.20%	5.80%	5.60%	7,50%	5,80%

Contractor and subcontractor companies

Codelco's management model offers the alternative of hiring third-party services from small, mid or large specialized contractor companies to supply the goods or execute the services required by our operations. Thus, a total of 46,348 contractor workers perform duties for Codelco.

Considering our Charter of Values, current labor legislation and, in particular, the rules that govern work activities under sub-contracting mode, we exert all the rights and fulfill all the obligations in our capacity of Principal company. Likewise, we take the necessary measures to protect the life and health of people who work in our facilities, regardless of their dependence.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Complying with the labor legislation entails, also, respecting labor and Union rights and the labor-relation independence that contractor companies may maintain with their workers under their exclusive dependence, including the development of individual and collective bargaining.

Remuneration determination policy

G4-54 – G4-55 G4-EC5

Codelco is permanently uploading, under Transparency Law in its website www.codelco.com, the remuneration received by the Board, the Chief Executive Officer, executives, and the rest of the workforce, as well as the criteria and calculation basis applied. Thus, people can become familiar with the relations and variations they experience and how these relate to the official minimum wage in Chile, as mandated by Chilean regulations. In this sense, it must be mentioned that all Codelco workers receive salaries above the minimum wage. Such remuneration varies in terms of their role, training level, experience and performance.

G4-LA13

Codelco makes no gender discrimination whatsoever. The base remuneration will depend on the position, responsibilities, competencies, and experience the worker may offer and not on the gender. As to salary differences that may effectively exist between identical positions, no comparisons can be established in this case as different amounts can be paid to equal positions, based on differentiating factors like experience, performance, competencies, skills, etc.

G4-EC6

Codelco's executive recruitment policy is based on an analysis of their capacities and merits. In 2015, 259 were nationals or locally-based, that is 97.7 %, while 6 of them were of foreign origin.

Labor dialogue

Everyone's collaboration is key in addressing the changes experienced by the mining industry. To this effect, the Administration keeps active communication channels with their workers so that the decisions it makes can reflect the vision of those who, day by day, strive to make Codelco the company it is today.

G4-HR4

Codelco respects the Chilean labor legislation, Conventions N° 87, about Freedom of Association and Protection of the Right to Organize, and N° 98, about Right to Organize and Collective Bargaining, subscribed by Chile with the International Labor Organization, OIT.

G4-11

Codelco exhibits a high level of unionization, respecting the facilities and conveniences established in the Labor Code in relation to Trade Unions and their leaders.

99.7% of Codelco's operative workers (level B) are members of Trade Union organizations and nearly 73.3% of its Supervisors (level A) have also joined Trade Unions. This represents 90.2% of unionization among the own workforce.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Unionization of own workforce 2015

Division	Chuquicamata	Radomiro Tomic	Ministro Hales	Gabriela Mistral	Salvador	Andina	Ventanas	El Teniente	Head-quarters	VP	Codelco
Unionization	96.3%	81.0%	83.3%	75.6%	94.8%	91.2%	91.0%	95.3%	64.6%	53.7%	90.2%
Number of Unions	7	2	2	2	3	3	2	7	2	1	31

Source: Corporate Labor Relations Management.

G4-LA4

Workers are represented in Codelco's Board by two delegates. During 2015, these positions were occupied by Raimundo Espinoza Concha, representing the Copper Workers Federation (FTC) and, until May 2015, by Augusto González Aguirre, as representative of the National Association of Copper Supervisors (ANSCO) and the Copper Supervisors Federation (FESUC). Thus, any organizational or management change determined by the Board is known by workers.

G4-LA8

In 2015, the Administration and the workers, represented by the FTC moved further into a relationship based on trust, participation, and dialogue. This translated into the subscription and implementation of a Strategic Governance Agreement intended to contribute sustainability and competitiveness to the company. On September 30th, 2015 a final deal was agreed, approved by the Board, the CEO, the FTC National Governance Board and the leaders of base divisional Unions. On November 4th, 2015 the Chairman of the Board, the CEO, and the FTC President officially submitted the Governance Agreement to the President of the Republic.

In 2015, the Corporation dedicated strong efforts to create the adequate conditions to successfully implement the management improvement agreements and commitments contained in the Strategic Agreement. Thus, corporate-level relationship structure was put in place, based on the participation of joint work groups: a High Board, a Coordination Committee, and four Corporate Boards. These groups worked in the definition of management criteria applicable to division-wide issues.

With respect to labor relations with the Supervision level, during the first half of 2015, the Administration and FESUC made important progress in the construction of a work agenda containing a wide variety of common-interest topics. We succeeded in agreeing on a specific operative agreement regarding the Performance Management System (SGD) application criteria in the Supervision and we defined a structure conducive to the materialization of dialogue and participation, as expressed by the parties. During the second half of 2015, the termination of Supervisors from all divisions, triggered by the hard scenario that Codelco and the entire copper mining industry are facing, strained the relationships between the Administration and FESUC.

Message from our CEO

Sustainability-related
commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index



Joint Health and Safety Committees and Trade Unions represent another participation level directly involved in workers' interests.

MM4

With respect to collective bargaining with Codelco Trade Unions during 2015 and in the midst of a rampant impairment of copper prices, we successfully negotiated six collective bargaining agreements in 4 different divisions. Early that year, we managed to install an approach to bargaining based on a direct relationship between contractual benefits and divisional productivity, in the negotiation processes conducted with Ministro Hales workers and professionals. By the end of the year, this new vision went even deeper in the bargaining held with Andina Supervisors and Ventanas workers. The situation became more complex during negotiations with Radomiro Tomic professionals: the process ended up in a 12-day strike as the bargaining took place during, to that moment, the biggest copper price drop.

Codelco schedules collective bargaining processes well in advance of the starting dates established by law and carries out engagement and work dialogue activities with base and Federation Union leaders.

Most salaries, benefits, and other labor conditions received by Codelco workers are established in collective work contracts or agreements.

People management focused on productivity and shared value

In Codelco, leadership models are designed and competencies updated to reflect our strategic challenges. This is how we define the leadership profile required to meet these objectives and develop the distinctive competencies; namely:

- Excellency and results orientation.
- Responsibility and commitment.
- Communication and negotiation.
- Collaboration and team work.
- Business context and strategic orientation.
- Development of oneself and of others.
- Innovation and creativity.
- Transformational and motivational leader.

Performance evaluation

G4-LA11

Performance management was focused on aligning individual performance with business results and on strengthening the assessor's role by enhancing the quality of feedback reports. The performance evaluation phase covered a universe of 3,912 executives and professionals which means a 99.7% participation of that group. As to operative and administrative workers, the process covered 6,308; that is, 98.6 % of that segment.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Total own workforce evaluated per gender

	2015		
	Female	Male	Total
Total own workforce	1,038	9,281	10,319
N° of own workers evaluated	1,019	9,201	10,220
% against total own workforce	98.2%	99.1%	99.0%

G4-LA9-G4LA10

Codelco Vice Presidencies are responsible for defining the strategic fields where workers will be trained in the different areas; contents are determined on such basis.

From the viewpoint of training, in 2015 a total of USD\$ 14,340,284 was invested in training with the following global indicators for the year:

Training of own workers 2015

Aspect	Gender	Executives	Professionals	Operative	Others not defined(*)
Number of participants	Male	574	9,019	28,246	1,652
	Female	111	2,397	1,881	694
Trained workers	Male	188	2,370	10,399	1,047
	Female	27	557	588	483
Total training hours per employee	Male	5,793	108,906	436,562	27,148
	Female	1,422	23,865	24,904	16,796
Average training hours	Male	26.45	42.07	31.37	-
	Female	59.24	38.62	27.86	-

(*) "Other not defined" includes people who failed to indicate function in the form, which makes it impossible to calculate induction hours.

CONTENTS
**2015
 SUSTAINABILITY
 REPORT**



Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index



Training is divided into **Essential Training** targeted to strategic alignment and **Training for Skills Deployment**, aimed at productivity increase and the adoption of new technologies to potentiate competencies and people's development.

The first type of training provides values and knowledge of paramount importance to ease the integration process into the organization and to potentiate the commitment, alignment, and identification with Codelco's culture and institutionality. It covers also the beginning and end of worker's labor lifecycle; thus, it imparts induction and regulatory training for work and prepares people for retirement.

As to the second group, this type of training pursues the development of new competencies associated to the role and responsibilities with the purpose of improving productivity and maximizing worker's performance in their current and future positions.

Training program 2015

Training program	Type of program	N° of beneficiaries	% of beneficiaries against total	N° of participants
Essential training	Essential	8,404	44%	11,716
Training for skills deployment	Deployment	11,995	63%	32,858

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Training programs implemented in 2015 included 1 consultancy service and 3 social security lectures, as described below:

Training programs 2015			
Programs	Description	Type of program	N° of beneficiarie
Social security assistance as part of the new-man induction in Andina division	<p>A 2-hour social security lecture for workers just joining the company who want to have a clear picture of the social security deductions from their paychecks and the benefits to be received in the future.</p> <p>Topics addresses are Basic Concepts about the Social Security System, L.D. 3.500; Social Security Deductions; Health Care System; Unemployment Insurance; and Voluntary Retirement Savings.</p>	Lecture	116
Social security lectures	<p>A 12-hour session where the topic of Voluntary Retirement Savings is addressed, highlighting its characteristics and advantages -mainly from a tax and financial point of view- with the object of promoting its practice and to achieve an optimal replacement rate and optimize the implicit tax benefits.</p>	Lecture	136
Social security lectures	<p>An 8-hour training session where the topic of Voluntary Retirement Savings is addressed, highlighting its characteristics and advantages -mainly from a tax and financial point of view- with the object of promoting its practice and to achieve an optimal replacement rate and optimize the implicit tax benefits.</p>	Lecture	47
Social security lectures	<p>A 4-hour training where aspects of retirement savings are addressed, highlighting its characteristics and advantages.</p>	Lecture	10
Total			309

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

G4-HR2

In 2011 Codelco put in place the Code of Business Conduct, where the company states to customers, suppliers, neighboring communities, and the State in general what its commitments are in matters of ethical business practices and what it expects from each person working in the Corporation.

This Code deals with personal behaviors, use of resources, relationships with contractors and the social-environmental context and is fully based on international treaties, like the UN Universal Declaration of Human Rights, Convention 138, and Resolution N°169 about Indigenous Peoples, both from the International Labor Organization (OIT), and also on national laws, norms, and regulations applicable to Codelco in labor and environmental matters.

All Codelco workers are aware of the Code of Business Conduct. Training on its contents is provided on a yearly basis as part of the mandatory training that must be imparted to new workers. In 2015, 362 employees were trained on the Code, considering people who took the course more than once, with a total investment of 1,180 training hours.

G4-HR7

Pursuant to the Chilean legislation, any worker performing security duties within the national territory must receive training of Human Rights, as part of his/her legal certification process.

Our workers, head of family mothers/fathers

Conciliating the different roles played by people beyond the professional sphere poses the permanent challenge of finding equilibrium. People management helps people find this equilibrium

without detriment to their professional performance.

G4-LA3

In 2015, a total of 64 women and 7 men used their parenthood rights with a 100% return to work in both cases.

Voluntary Retirement Plan

G4-EC3

Codelco has prepared voluntary retirement plans to provide integrated employability and social security solutions for workers who have decided to leave the company. As to retirement benefits, we have kept the same structure applied the previous period, agreeing on social security services, health care coverage, and training for the exit from the company. During 2015, a total of 676 workers accepted the voluntary retirement plan.

Occupational health and safety

Respect for people's life and dignity is our foremost value in Codelco.

In 2015, we moved forward in the definition and implementation of the Management System for Health and Safety in the Workplace and Operational Risks (SIGO) and officially put in place a policy focused in that direction, approved by the CEO, and aimed to protect people's life and integrity, the continuity of their processes, and the safeguard of the resources entrusted to their administration.

Thus, we prepared and updated, together with divisional technical teams, the SIGO documentation required to put in action and materialize the provisions in the policy and focus the essential and approved elements towards preventive management practices in all divisions and Vice Presidency of Projects. This included the formalization of

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

the following nine structural procedures:

- Document management.
- Risk management.
- Incident management.
- Emergency preparedness and response.
- Design, construction, and start-up of projects.
- Special occupational health and safety regulation for contractors (RESSO).
- Loss management procedure.
- Disciplinary actions procedure.
- VP/Divisions relationship protocol.



Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

SIGO provides relevance and continuity to the standards contained in the “Structural Project of Occupational Health and Safety”, and turns them into guideline elements in the management practices. These are the standards of fatality control, health in the workplace, of leadership, behavioral safety, and learning, also integral parts of this management system.

For 2016, our company has defined a work schedule prepared jointly with the divisions and the Vice Presidency of Projects where the main results derived from internal audits and the incidental analysis of SIGO key elements have been included.

This standard schedule has considered, among other actions, the update of fatality control and health in the workplace standards. These will be subject to review to ensure their effectiveness and coverage for the risks determined or reassessed in all operations. Likewise, the creation of two technical work groups is being considered, associated to underground mines and smelters. Another important aspect to be potentiated in 2016 is learning about relevant, high-potential incidents. To this effect, an informatics platform will be implemented, in all our operations, through which the action plans defined in their investigation will be shared.

Safety management

Together with the SIGO management system procedures, the risk matrices of the divisions and Vice Presidency of Projects were reviewed and reformulated.

Corporate technical work groups were installed integrated by representatives from operations and experts from all operation centers in order to define action and control plans for high criticality risks.

- Work group for electrical topics.
- Work group for fires in mine sites.
- Work group for tailings deposits.

These groups, led by the Corporate Management of Occupational Health and Safety, are intended to share experiences and lessons learned to better use corporate resources.

G4-LA5

In Codelco, all our male and female workers participate in health and safety committees where the active pursuit of best practices has helped us reduce and prevent accidents and fatalities.

As of December 2015, and pursuant to current legislation, Codelco worked with 48 joint Health and Safety Committees (CPHS), just as in the previous period, through which a 100% of own workers is represented.

According to legal regulations and SIGO guidelines mandating the active and organized involvement of workers in occupational health and safety matters, Gabriela Mistral division held the “2015 Joint Committees of Occupational Health and Safety Meeting”. The activity was attended by all divisions and the Vice Presidency of Projects and was aimed to understand the strategic role played by the committees as collaborators in the fulfillment of the SIGO management system and policies and to propose cross-cutting initiatives that ensure their responsibilities are successfully delivered.

An audit plan was conducted in all divisions and Vice Presidency of Projects to evaluate the level of implementation of SIGO, according

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

to the goals defined in the performance agreements for 2015.

Leadership

In 2015, some leadership activities were defined for executive and management levels of our company, including the engagement of workers representatives through:

- Management walk-throughs.
- Program analysis and review meetings.
- Completion of corrective actions for “high-potential incidents”.
- Enlarged meetings with contractor companies.

95% of activities were completed as scheduled while the main focus was placed on field activities to promote and strengthen safe work practices.

Behavioral safety

The “behavioral safety” process was maintained as one of the main preventive participation tools employed by the company to reduce dangerous behaviors.

In 2015, more than 350,000 behavior observations were conducted of which 97.3% were safe and 2.7%, were dangerous. The percentage of dangerous conducts was reduced in 37% against 2014.

These dangerous behaviors are managed by divisional guide teams and behavior watchers. Today, Codelco has in place nearly 11,000 watchers, among own and contractor company workers who must observe, record, and correct on-site conducts, thus applying a

preventive and corrective action.

Special occupational health and safety regulation for contractors

Based on SIGO inputs and orientations, we modified the “Special Occupational Health and Safety Regulation” to include the requirements from the new system, such as comprehensive aspects of contractor company management in all operation centers. Additionally, the idea is that these companies may develop standard occupational health and safety management systems, conducive to effective actions in the management of on-site risks.

Occupational health management

The 2015 agenda included the following actions intended to keep the systematic progress achieved in the preventive management of professional diseases and work accidents:

- Environmental surveillance plans through a representative assessment and control of risk agents and factors, based on similar exposure groups.
- Control programs for gap closures, respecting the control hierarchy, from engineering/maintenance interventions to administrative and personal protection measures.
- Pre-occupational and occupational fit-for-work health programs and occupational medical surveillance programs for workers exposed to health risk agents and factors.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

**General overview of risk agents present in Codelco mine sites
 Year 2015 (G4 LA-7)**

Division	Silica	Noise	Arsenic	Acid mist
Radomiro Tomic	YES	YES	NO	YES
Ministro Hales	YES	YES	YES	NO
Chuquicamata	YES	YES	YES	YES
Gabriela Mistral	YES	YES	NO	YES
Salvador	YES	YES	YES	YES
Andina	YES	YES	NO	NO
Ventanas	YES	YES	YES	YES
El Teniente	YES	YES	YES	YES
Vice Presidency of Projects	YES	YES	NO	NO
Headquarters	NO	NO	NO	NO

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

With respect to occupational hygiene and, specifically, focused on the eradication of silicosis, we updated the inventory and status of silica-bearing dust emission sources in all critical operations and, on that basis, we proceeded to elaborate the gap closure plans for the period. Additionally, with the CEO endorsement, we set up the “Corporate Technical Group for the Eradication of Silicosis” whose main purpose is to “define and steer a new model to select, incorporate, and maintain dust control technologies and systems”. The group, formed by professionals from operations, maintenance, projects, and hygiene and occupational health specialists, defined a work plan for 2016 with cross-cutting strategic actions, to be applied in the specific areas of:

- Operational and maintenance control
- Project plan.
- Contractor company management.
- Environmental and medical surveillance
- Leadership and behavioral safety.
- Personal protection elements.

As to other areas, in 2015 we checked the degree of progress and implementation of the protocol concerning the minimum norms for the development of hearing-loss surveillance programs caused by exposure to noise in all divisional workplaces and in the Vice Presidency of Projects. Standards, criteria, and action plans were also defined for performance adjustment purposes.

With respect to ergonomics, we moved further in the assessment plans of critical similar exposure groups, as indicated by national regulations in order to determine the number of exposed workers

to be incorporated in the occupational medical surveillance plans.

We populated the occupational health database of Codelco’s contractor companies which contains key information about the progress made in environmental and medical surveillance programs, including exposure to risk agents and factors that are critical for health.

We prepared the “Corporate Management Procedure for the Procurement and Innovation of Personal Protection Elements and Work Clothes”, a matrix of families of these elements, with a description of each item and technical sheets, to ensure that the standards that protect the worker’s health and safety will be assigned and complied with.

We continued to apply the psychosocial risk process through questionnaire ISTAS 21, especially designed for such purposes.

Occupation health and accidentability indicators

For the first time in a calendar year, Codelco did not have to endure the death of any of its workers (138 million worked hours as of 2015). This underlines the importance of meeting the preventive management standards and prompts the entire organization to maintain safe sites, in line with the new policies and SIGO, whose main purpose is to “protect people’s life and integrity”.

Message from our CEO

Sustainability-related
commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

G4-LA6

Number and frequency of accidents, lost days and fatalities per division and worker's gender

Division/VP	Gender	Lost-time accidents	Accident frequency rate	Indice frecuencia de accidentes	Lost days for accidents (*)	Fatalities
Radomiro Tomic	Female	0	0	0	0	0
	Male	4	1	0,40	15	0
Chuquicamata	Female	5	0	0	0	0
	Male	80	19	1,64	1.688	0
Ministro Hales	Female	0	0	0	0	0
	Male	1	0	0	231	0
Gabriela Mistral	Female	1	0	0	0	0
	Male	4	2	2,15	14	0
Salvador	Female	1	0	0	0	0
	Male	41	6	2,19	889	0
Andina	Female	1	0	0	0	0
	Male	28	5	1,65	722	0
Ventanas	Female	0	0	0	0	0
	Male	6	2	1,15	353	0
El Teniente	Female	2	1	2,35	89	0
	Male	57	11	1,25	2.615	0
Headquarters	Female	0	0	0	0	0
	Male	0	0	0	0	0
Vice Presidency of Projects (VP)	Female	0	0	0	0	0
	Male	2	0	0	0	0
Total		233	47	1.23	6,616	0

Message from our CEO

Sustainability-related
commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Number and frequency of accidents, lost days and fatalities per division and gender of contractor workers.

Division/VP	Gender	Total accidents	Lost-time accidents	Accident frequency rate	Lost days for accidents (*)	Fatalities
Radomiro Tomic	Female	1	0	0	0	0
	Male	11	5	0,54	197	0
Chuquicamata	Female	4	1	0,59	42	0
	Male	58	9	0,69	253	0
Ministro Hales	Female	0	0	0	0	0
	Male	15	5	0,89	22	0
Gabriela Mistral	Female	2	1	2,33	6	0
	Male	10	3	0,61	54	0
Salvador	Female	9	0	0	0	0
	Male	51	5	0,78	1.086	0
Andina	Female	4	0	0	0	0
	Male	72	6	0,60	955	0
Ventanas	Woman	0	0	0	0	0
	Male	12	3	0,97	242	0
El Teniente	Female	4	1	0,82	5	0
	Male	109	18	0,88	1.439	0
Headquarters	Female	2	0	0	0	0
	Male	0	0	0	0	0
Vice Presidency of Projects (VP)	Female	17	1	0,51	57	0
	Male	173	21	1,17	1.915	0
Total		554	79	0,79	6,273	0

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

The zero fatality represents an important milestone and proves that such achievement “is possible”. However, Codelco understands the need to strictly comply with the controls defined for each risk, especially high criticality risks.

- **Frequency rate (own and contractor’s)**

En la compañía tuvimos una tasa de frecuencia global In 2015, the company exhibited a global frequency rate (own and contractor workforce) of 0.91 accidents per million worked hours. This represents almost 31% less than 2014 (1.32) results.

- **Severity rate (own and contractor’s)**

The global severity rate (own and contractor workforce) reached 140 lost days of injured workers per million worked hours in 2015. This is, approximately, 39% lower than 2014 figures (230 days).

Preventive indicators

In 2015 we continued to use the preventive occupational health and safety tools. Reportability was as follows:

Proactive indicators (N°)					
Operation center	RSSO	Visible leaderships	Conduct observations	Conducts observed	Average workforce (own + contractor)
Radomiro Tomic	0	22,242	39,138	284,608	6,812
Chuquicamata	27,253	92,335	93,602	496,283	14,227
Ministro Hales	3,747	21,498	20,970	152,489	4,396
Gabriela Mistral	7,831	22,558	17,175	96,139	3,804
Salvador	7,836	16,433	11,643	119,154	5,534
Andina	5,627	35,993	13,817	163,735	8,155
Ventanas	16,574	25,569	11,618	44,479	2,714
El Teniente	111,082	131,654	102,560	636,643	16,242
Projects	27,107	76,668	48,824	542,250	11,271
CODELCO	207,057	444,950	359,347	2,535,780	73,155

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

- **Outstanding results**

For the first time in history, in 2015 (138 million worked hours), no workers died as a result of work accidents in any company division or project.

- The 0.91 global frequency rate is the lowest ever in our history and places us in the first quartile of the mining industry.

- Professional diseases and work accident sequelae (WA).

G4-LA6

In 2015, 25 new disability resolutions were issued of own workers; 5 of them correspond to new silicosis resolutions, 5 to hearing loss, 8 to Osteomuscular pathology, and 7 to work accident sequelae. This is 18 resolutions less than 2014 (43).

Diagnosis	Delegated administration					Employer's mutual insurance						Total Codelco	
	Chuqui-camata	Salvador	Andina	El Teniente	Total delegated administ.	Ministro Hales	Radomiro Tomic	Gabriela Mistral	Ventanas	Head-quarters	VP		Total employee mutual insurance
	Silicosis	0	1	1	3	5	0	0	0	0	0		0
Hearing loss	1	1	1	2	5	0	0	0	0	0	0	0	5
Osteomuscular	0	3	3	2	8	0	0	0	0	0	0	0	8
Other illnesses	0	0	0	0	0	0	0	0	0	0	0	0	0
Total EP	1	5	5	7	18	0	0	0	0	0	0	0	18
WA sequelae	1	2	1	1	5	0	1	0	1	0	0	2	7
Total	2	7	6	8	23	0	1	0	1	0	0	2	25

* Resolutions issued by the Disability Preventive Commissions (COMPIN), with loss of earning capacity equal or higher than 15%.

* Considering that a worker may be diagnosed with disability through one or two diagnoses simultaneously, the number of disabled professionals is lower than the number of Resolutions shown in the Table.

Message from our CEO

Sustainability-related commitments

Materiality process

Context and relevant facts

Our company

Corporate governance

Work performance

Environment

Community relations

Verification letter

ICMM

GRI Index

Gender diversity and conciliation

Codelco has defined gender diversity as a strategic challenge and, for this reason, in 2015 we created a structure to take charge of this topic. The new Gender Diversity Department was born with the purpose of embedding this key issue into the company's culture to thus benefit the installation of the equal opportunity principle between men and women in daily work life. At the same time, we pursue to consolidate the leadership in the copper mining industry as an organization capable of building a work climate and culture where gender diversity is integrated in its management practices, as an integral part of its competitiveness.

To be precise, in March we made the commitment to incorporate gender diversity as part of the Equal Performance Agreement, a key management instrument. For Codelco, a State-owned entity, gender diversity, inclusion, and equality are core and cross-cutting imperatives, absolutely consistent with our guiding principles and evaluation of our business.

Gabriela Mistral, first mine site in Chile to be awarded the Iguala and Conciliación Seal

Our strategy consists in institutionalizing gender diversity at the heart of the institution by 2020, accompanied by a Gender and Conciliation Policy and a Master Plan that help us generate actions focused on gap closures and continue working on the Chilean norm 3262 certification about gender diversity and conciliation between work, personal, and family life in all our operations. In 2015, Gabriela Mistral division applied for certification under that norm and, in January 2016, it was awarded the Iguala and Conciliación Seals. The Ventanas division and the Headquarters have prepared to achieve the certification during 2016.

Additionally, we have made great progress in increasing and enhancing the infrastructure, personal protection equipment especially designed for women, and in expanding the coverage of Alma rooms (where mothers can pump and store breast milk), in all our work centers.

In terms of female participation, this showed a slight increase to 8.9% as opposed to 8.7% in 2014 and above the rest of the mining industry that was 7.7% in 2014 (source: Chile Foundation and the Mining Council).

This is translated into a female presence of 1,706 women: 896 workers or operators, 789 professionals, and 25 executives, with an average age of 41 years.

Mention should be made that for the year reported, 12.8% of new hires were women.

Female workforce 2015		
Division	Women N°	Men %
Chuquicamata	565	8.9%
Radomiro Tomic	87	6.8%
Ministro Hales	100	13.0%
Gabriela Mistral	109	19.3%
El Salvador	91	6.7%
Ventanas	67	7.0%
Andina	89	5.2%
El Teniente	219	4.6%
Headquarters	208	39.8%
Projects	171	19.6%
Total Codelco	1,706	8.9%