



DIVERSITY AND INCLUSION POLICY

1. OBJECTIVE

The purpose of this document is to provide guidelines that apply transversally to all company processes in order to make the company a safe place that promotes respect and acceptance of differences and avoids barriers that hinder work or encourage behaviors or attitudes associated with discrimination, harassment, bullying and/or violence.

2. SCOPE

This policy applies to all persons who have an employment relationship with Interseguro, as well as to any individual or legal entity that interacts, provides or receives services inside and outside our facilities.

3. LEGAL BASIS

- Act No. 27942, Act on Prevention and Sanction of Sexual Harassment
- Act No. 29430, Act that amends Act No. 27942, Act on Prevention and Sanction of Sexual Harassment.
- Legislative Decree that incorporates the Crime of Harassment, Sexual Harassment, Sexual Blackmail and Dissemination of Images, Audiovisual Materials or Audios with sexual content into the criminal code, and amends the procedure for the Sanction of Sexual Harassment, Legislative Decree No. 1410.
- Regulations of Act No. 27942, Act on Prevention and Sanction of Harassment, Executive Order No. 010-2003-MIMDES.
- Act No. 30364, Act to Prevent, Sanction and Eradicate Violence against Women and Family Members.
- Act No. 27050, General Act on Individuals with Disabilities.
- Act No. 27270, Act against Acts of Discrimination.
- Political Constitution of Peru of 1993.

4. PRINCIPLES

4.1 We encourage diversity in our work teams and foster a work environment that respects and values individual differences in order to take advantage of the talent of each individual working at Interseguro.

4.2 We promote equal opportunities among all individuals who work for the company, as well as a respectful and trusting treatment; therefore, we reject all types of discrimination in any form.

4.3 We use non-discriminatory language in our internal and external communications, as well as in our advertising (*Annex 1 - Inclusive Communication Manual*).

4.4 We provide a work environment that does not admit any kind of violence, harassment or offensive and/or disrespectful conduct (*for more details, see "Policy for the Prevention and Sanction of Violence and Discrimination"*).

4.5 We foster a motivating and creative environment, where promotions, career arcs and remuneration are available on equal terms to everyone based on knowledge, attitudes, skills and merits required for different job positions.

4.6 We promote an inclusive and collaborative culture to retain our talent and maximize their potential.

5. DEFINITION OF CONCEPTS

5.1 Diversity: Wide range of characteristics, and their combinations, that identify us and make us unique as human beings and influence on the way we live and experience the world. It can be evidenced in different spheres: *Sexual and Gender Diversity, Functional Diversity, Ethnic/Racial Diversity*.

5.2 Gender: Refers to roles, behaviors, activities and attributes that a given society at a given time considers appropriate for men and women. Male and female are gender categories.

5.3 Gender Identity: Refers to a person's innate, deeply internal and individual experience of gender that may or may not correspond to the individual physiology or sex at birth. These are some categories: female, male, transgender (their gender identity differs with their sex at birth), non-binary (they do not identify with the existing gender categories in the female-male binary system).

5.4 Gender Expression: Refers to the manifestation of gender identity through behaviors or appearance. Gender expression may be masculine, feminine, androgynous, or any combination of the three.

5.5 Sex: Refers to the set of biological and physical characteristics that distinguish persons at a sexual level. Here we can differentiate among man, woman and intersex people.

5.6 Sexual Orientation: Refers to the capacity of each person to feel a deep emotional, affective, sexual attraction for other persons and to relate to them. Sexual orientation can be heterosexual (attraction to people of the opposite sex), homosexual (attraction to people of the same sex), bisexual (attraction to people of both sexes), asexual (no sexual attraction to others), among others.

5.7 Inclusion: Equal access to opportunities and participation, based on acceptance and respect for differences.

5.8 Functional Diversity: Refers to persons who have problems affecting body structure, limitations in carrying out daily actions and difficulties in maintaining social relationships with peers. Some kinds of functional diversity are physical or motor, visual, hearing, intellectual and psychic, and multisensory (more than one sense affected).

5.9 Ethnic and Cultural Diversity: Refers to the multiplicity of ways in which the cultures of groups and societies manifest themselves in terms of expressions, as well as physical and behavioral traits and characteristics that identify them, related to their origin and/or place of origin.

5.10 Discrimination: Any action of distinction, exclusion, restriction or preference carried out by a person or through third parties that incite or promote the annulment or impairment

of recognition, enjoyment or exercise of any right of a person or group of persons based on and/or argued on the basis of their ethnic or national origin, sex, age, disability, social or economic condition, health conditions, language, religion, opinions, sexual preferences, marital status or any other personal characteristic.

5.11 Violence: Any action or conduct that intentionally causes harm, affects or violates the physical or psychological integrity of a person. (For more details, see the “*Policy for the Prevention and Sanction of Violence and Discrimination*”).

6. DIVERSITY PROTECTION AND VIOLENCE PREVENTION COMMITTEE

6.1 Composition: 6 representatives of Interseguro’s collaborators and 2 representatives of Interseguro as a company with legal power to make decisions, General Manager and Human Management and Development Area Manager.

6.2 Appointment of Representatives: A process that takes place every 2 years and consists in:

- 1° Call.
- 2° Free nomination.
- 3° Appointment of representatives.
- 4° Publication of results.

6.3 Roles and Scope: Apply generally to all members:

- Ensure compliance with the policy of diversity and inclusion and prevention of violence and discrimination.
- Set the objectives and define the annual work plan.
- Define actions, resources and those responsible for the activities established in the work plan.
- Follow up the fulfillment of activities and assessment of results.
- Review and/or approve policies or modifications according to law.
- Quarterly record opportunities for improvement in the process of prevention and sanction of violence and discrimination.

7. MANAGEMENT MODEL BASED ON DIVERSITY RESPECT AND PROTECTION:

“At Interseguro we want our collaborators to reflect the diversity that makes up our country. This is why we are convinced that by having diverse teams we make it easier for Peruvians to move forward safely.

In this way, we support, encourage and respect diversity in all its forms among all the people that work at Interseguro and in all our internal processes as a company.

We also reject and condemn any situation of discrimination or violence towards our collaborators for any aforementioned characteristic. Therefore, any attitude and/or behavior including slanderous, aggravating or abusive content, intimidation, harassment, offense or insult will be sanctioned under the framework of our internal labor regulations, code of ethics and in accordance with our policy of prevention and sanction of violence and discrimination.

As a company, we ensure that each person that works with us has a safe and full work environment in which to develop.”



ANNEXES

1. Inclusive Communication Guide

Inclusive Communication

Why do we use x?



#WE ARE EQUALLY DIFFERENT

We think that your sex or gender does not define who you are and in our commitment to diversity in all its forms, we recognize the existence of other non-binary identities.

Do you have doubts about how to use it?
Here are some recommendations

Unfolding of Language

Non-inclusive	Inclusive
The male directors	The female and male directors
The male employees	The female and male employees

Neutralization of language / Use of “who”, “anyone” or “individual”

Non-inclusive	Inclusive
Anyone that participates in this project	Those who participate in this project. Individuals participating in this project

#HacemosMásFácil que los peruanxs avancen segurxs

NON-Sexist Expressions

Avoid the generic masculine, use the language according to your audience: the (“las”, “los”, “les”)

Avoid the use of discriminatory expressions

- Retarded, deaf-mute, disabled, blind
- *Cholita*, indigenous, *serranito*
- Tomboy, gay, touchy
- Poor man, outsider
- Old man, old woman, “the grandpa”

Avoid traditional representations:

- Graphic line that reinforces stereotyped roles.
 - Value the presence of people with different physical, ethnic, socioeconomic and age characteristics, among others.
 - Represent all women that exist in society in a real way.
- All corporate videos should include subtitles or sign language.

Official and regulatory documents

For this type of communications, we follow the recommendations made by the Peruvian government in the guide “If you don’t name me, I don’t exist), chapters 4 and 8.

See the full guide here:

