

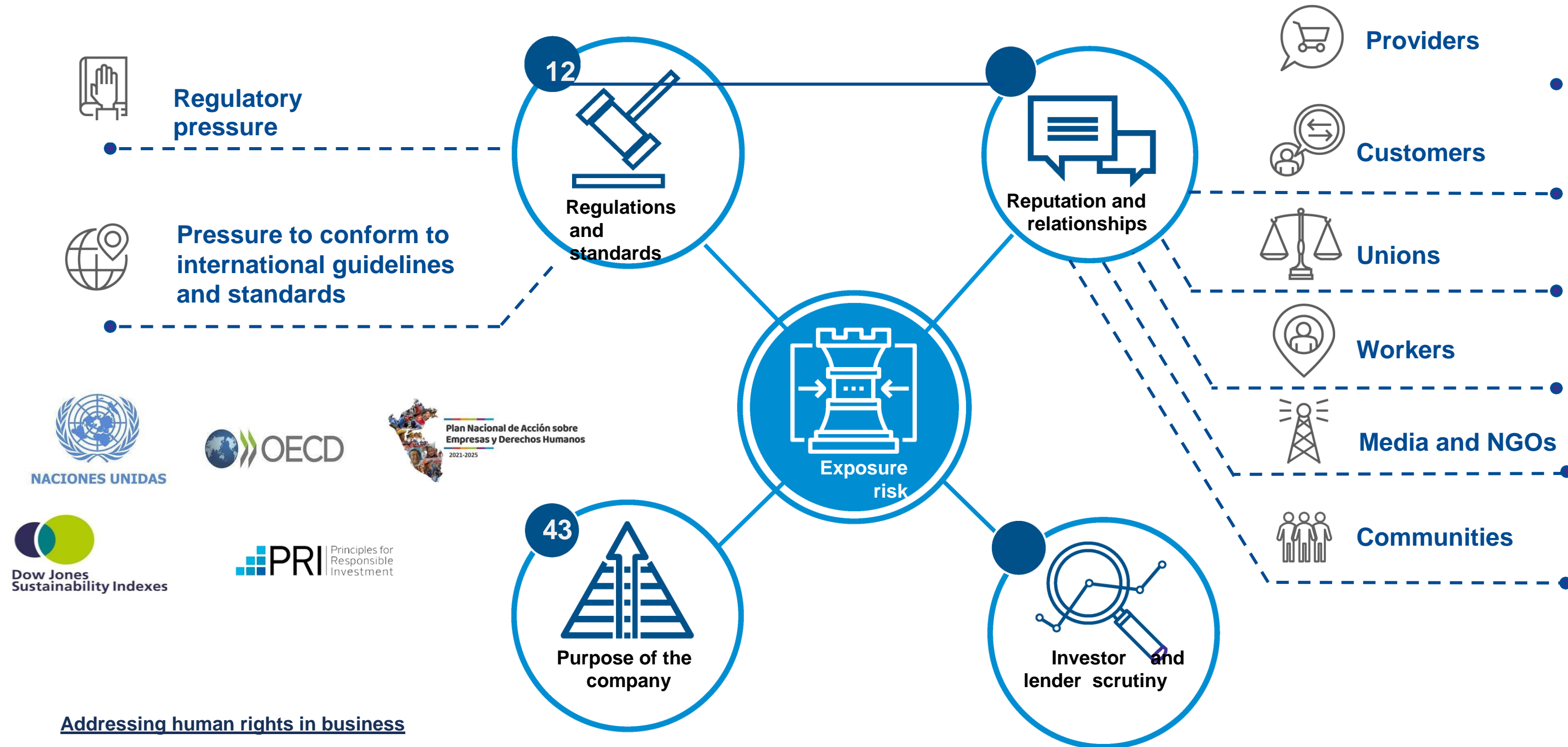


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Human Rights Management Report, under DJSI standard

RIMAC

Why should companies manage their HR risks?



Human Rights Due Diligence

Review of human rights policy:
Compliance with the standard and required topics.



1. COMMITMENT

Risk assessment:
Matrix with a focus on human rights and inclusion of the analysis of the required groups and issues.



2. RISKS AND CONTROLS



3. TRAINING AND DISSEMINATION



4. REPORTING MECHANISMS

Human Rights Management Report
and completion of the **DJSI form in the Human Rights section.**



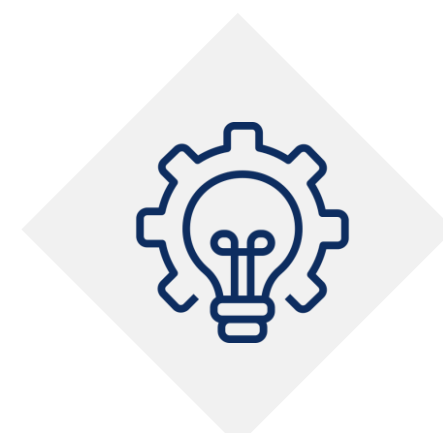
5. MONITORING AND REPORTING

The following were the international reference standards:



Consulting achievements

Djsi results



Identification and assessment of human rights risks

- ✓ **20 risks** identified and evaluated
- ✓ **19 units** in evaluation workshops

Review of human rights commitment

- ✓ **2** in Human Rights Policy
- ✓ **5** in the Code of Ethics

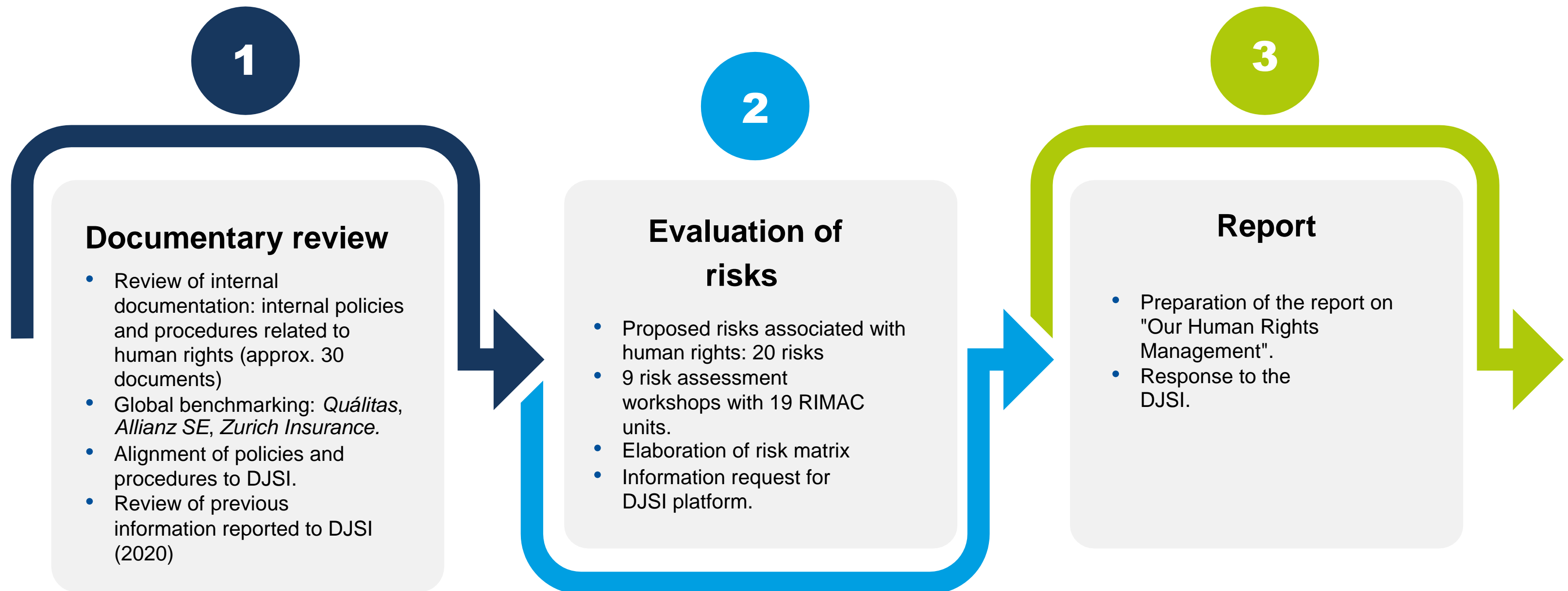
Mitigation and remediation measures

- ✓ **4 steps** to mitigate and remediate

Human Rights Management Report

- ✓ **1st** Comprehensive Report

Consulting process





01.

**Policy and code
alignment to DJSI**

1. Alignment of policies and procedures

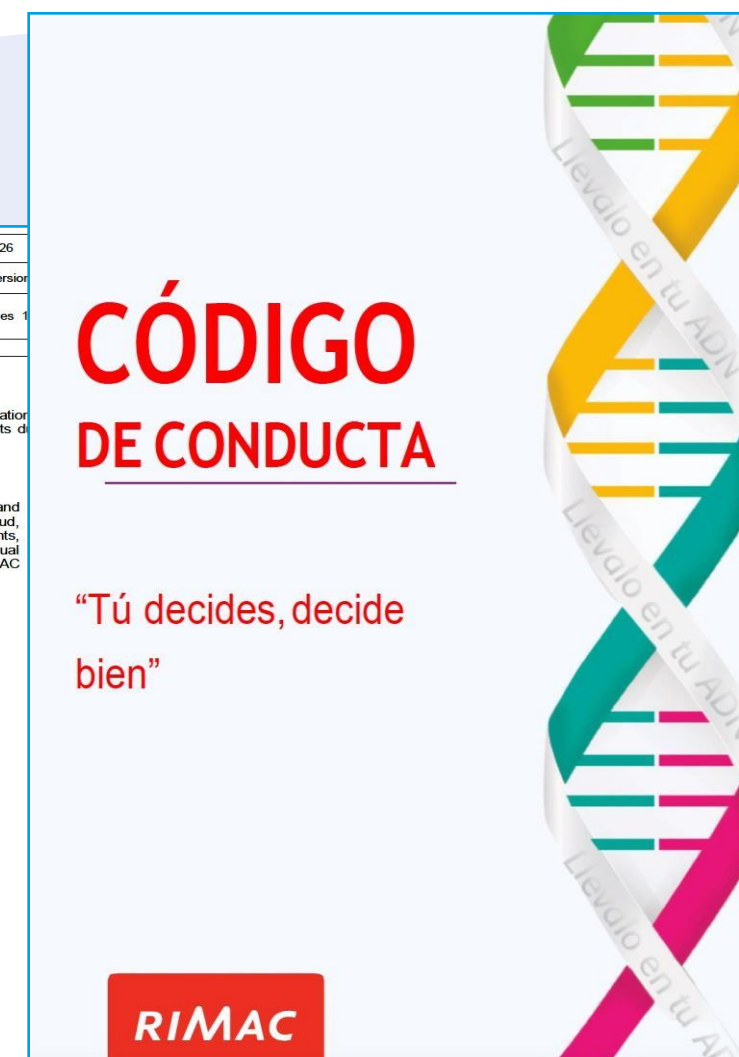
✓ Incorporation of new commitments in **Human Rights Policy**

- People Trafficking
- Right to collective bargaining

✓ Incorporation of new principles in the **Code of Conduct**

- People Trafficking
- Child labor
- Forced labor
- Freedom of association and the right to collective bargaining
- Equal pay

POLICY				Code: POL-3926	
HUMAN RIGHTS				Status: Current	Version
Macro Process:	Strategic Management	Process:	Strategic Management	Publication Date: 21/05/2020	Pages: 1
I. OBJECTIVE					
Formalize RIMAC's commitment to human and labor rights recognized in national and international legislation, as well as define the general principles that the company will apply for human rights diligence.					
II. SCOPE					
The policy applies to each and every member of the organization, including executives, officers, and general personnel, both RIMAC Seguros y Reaseguros and RIMAC S.A. Entidad Prestadora de Salud, hereinafter referred to as "employees". Likewise, to suppliers, clients, and third parties (consultants, suppliers, or agents), who must comply with the provisions of the code according to contractual agreements, and is extended to any person who is linked to RIMAC Seguros y Reaseguros and RIMAC S.A. Entidad Prestadora de Salud.					
III. DEPARTMENTS, POSITIONS, ROLES AND RESPONSIBILITIES					
Legal and Corporate Affairs Division					
1. Approve and/or modify the Human Rights Policy.					
2. To enforce the Human Rights Policy, taking care of the following stakeholders:					
a. Shareholders					
b. Community					
c. State					
d. Media					
e. Competitors					
Management and Human Development Division					
1. To enforce the Human Rights Policy, taking care of the following stakeholder group:					
a. Employees					
Investment Division					
1. Approve and/or modify the Human Rights Policy.					
2. To enforce the Human Rights Policy, taking care of the following stakeholders:					
a. Shareholders					
Finance and Risk Control Division					
1. To enforce the Human Rights Policy, taking care of the following stakeholder group:					
a. Suppliers					
Personal Insurance and Marketing Division					
1. To enforce the Human Rights Policy, taking care of the following stakeholder group:					
a. Individual customers					
Business Insurance Division					
1. To enforce the Human Rights Policy, taking care of the following stakeholder group:					
a. Business/Corporate Clients					





02.

Human Rights Risk Analysis

2. Risk identification and assessment

✓ Assessment of **20** human rights **risks**

Types of risks assessed

- Health and Safety
- **Discrimination**
- **Harassment**
- Labor Rights
- Equal pay
- Freedom of expression or opinion
- Freedom of association
- Child and forced labor
- Quality of services
- Effective Complaint mechanism:
- Information security
- Responsible investment
- Environment

Holders of potentially affected rights

- Employees
- Providers
- Customers
- Community
- **Vulnerable groups**



Women



People with disability



LGBTI



Children and adolescents



Senior Citizens



Migrants

2.1 Unit participation

✓ Involvement of **19** units in risk assessment workshops

Units participating in the process



- Sustainability
- Risks
- Corporate Affairs
- Consulting and Contracts
- Logistics
- Investments
- Product subscription
- Customer Experience
- Information security
- Climate and culture
- Management of providers
- Regulatory Compliance
- Labor Relations
- Talent Management
- Compensation




9 evaluation workshops



05/06–05/19

2.2 Human rights risk matrix

- **Severity** Assessment
- **Probability** Evaluation
- Risk level



RIMAC'S HUMAN RIGHTS RISK MATRIX											
Area	Subject	Related risk	Related Human Rights	Potentially affected rights holders	Scale	Scope	Irreparable quality	SEVERITY	PROBABILITY	LEVEL OF RISK	Existing controls



03.

**Human Rights Management
Report**

3. Report: "Our Human Rights Management"

✓ Elaboration of the first Human Rights Report

- 01 Commitment
- 02 Risks and controls
- 03 Training and Dissemination
- 04 Complaint Mechanisms
- 05 Supervision and Reporting

Somos RIMAC

Nuestro propósito y estrategia:

Nos sentimos orgullosos de ser la aseguradora más sostenible del Perú, enfocados en el bienestar de nuestros clientes y la continua transformación digital que nos posiciona como una empresa más cercana, ágil, simple y conectada con las personas.

Nuestros principios:

Las personas van primero

Las personas van primero y su bienestar es el centro de lo que hacemos

Somos una sola RIMAC

**Protegemos tu
impulsamos tu**

Marco de actuación RIMAC

Siguiendo todos los marcos de referencia y nuestros propósitos y principios, elaboramos nuestro Marco de actuación RIMAC para la gestión de los DD. HH. en nuestra compañía.

Supervisión y Reporte

Estamos comprometidos con el seguimiento de cada denuncia a través de nuestro Comité de Auditoría y comunicamos sobre el progreso de nuestra gestión en materia de DD. HH.

Compromiso

Incorporamos nuestro compromiso empresarial con el respeto a los DD. HH. en nuestras políticas y procedimientos.

Riesgos y Controles

Incorporamos la identificación y evaluación de riesgos en los DD. HH. a nuestra gestión de riesgos empresarial.

Capacitación

Contamos con una serie de capacitaciones en diversos temas vinculados a los DD. HH.

Mecanismos de denuncia

Aseguramos que nuestros canales siempre se encuentren activos para recibir las denuncias de nuestros grupos de interés.

3.1 Mitigation and remediation measures

✓ Identification and establishment of a comprehensive **human rights mitigation and remediation** process.

Política de Prevención y Sanción del Hostigamiento Sexual

Asimismo, contamos con otros procesos y documentos internos complementarios para temas específicos, como la Política de Prevención y Sanción del Hostigamiento Sexual.

Las denuncias relacionadas con estos temas pueden presentarse a través de dos tipos de canales:

Canales anónimos

Canales formales

Descritos en el Código de Conducta de RIMAC Seguros.

- ✉ Correo electrónico: rimal@canaldeintegridad.com
- 🌐 En línea: www.canaldeintegridad.com/rimal
- ☎ Línea telefónica
- 🗣 Entrevista personal
- 📍 Isidro, Lima 27, L

El regulado en la pres

Planes de mitigación y remediación

En RIMAC, nos comprometemos a identificar, prevenir, mitigar y remediar los impactos adversos en el disfrute y/o ejercicio de los DD. HH. de nuestros grupos de interés, causados o contribuidos por la empresa.

Establecemos los siguientes pasos como nuestro plan de acción frente a los casos confirmados:

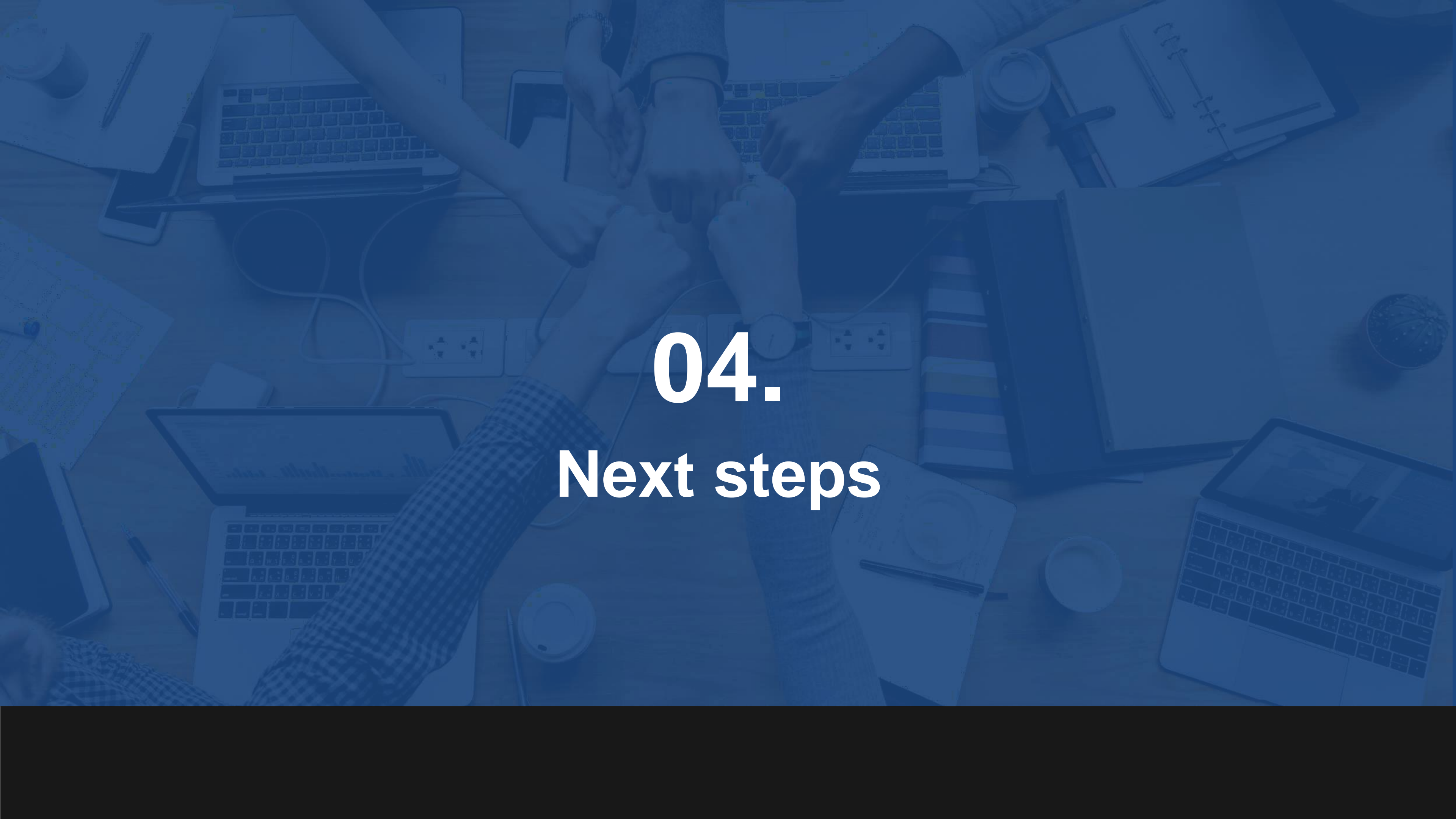
1 Se registra el **impacto adverso en los derechos humanos** y los titulares de derechos impactados y se actualiza la matriz de riesgos en Derechos Humanos.

2 Se establecerá las **medidas de mitigación y remediación** para los impactos adversos. Luego, el plan será informado a los organismos responsables internos y a los organismos externos pertinentes.

3 Se ejecutarán las **actividades del plan bajo la supervisión de los organismos responsables** y se informará sobre el desarrollo de estas a los grupos de interés o grupos vulnerables afectados.

4 El desempeño del plan de acción será reportado en nuestras ediciones del **Reporte Integrado**.





04.
Next steps

Stage 2: Human Rights Due Diligence



1. COMMITMENT



- Governance: HUMAN RIGHTS Committee. Establishing people in charge and management.

2. RISKS AND CONTROLS

Complement with:

- **Risk matrix** with **stakeholder feedback**.
- **Controls and evaluation of residual risk**
- **Action plans, controls, and monitoring.**

3. TRAINING AND DISSEMINATION

- **Train the trainers:** Training leaders for dissemination.
- **Training** strategic providers.
- **Dissemination to key stakeholders.**

4. REPORTING MECHANISMS

5. MONITORING AND REPORTING

- Performance Report: **Due Diligence Report**, which can be incorporated into the Integrated Report.

The international reference standards will be as follows:



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