

Credicorp Corporate Policies

Policy

Gender Equality Policy - Credicorp

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1. Introduction

At Credicorp we are committed to building work environments that guarantee equal opportunities without gender discrimination in all of our companies. We are convinced that the full and complete development of a country requires the participation of women and men, in their diversity, in all spheres of society, with equal opportunities and conditions. We recognize that this is today a reality to be achieved, and that its achievement requires concrete, conscious and express actions.

This Policy is part of this commitment. The three principles that comprise it are in accordance with the best practices at the international level, as well as with the standards established by the United Nations. They are part of our Corporate Code of Ethics, our culture and work style, and they extend to the way we do business and interact with clients, suppliers and society in general.

2. Definitions

- Gender equity: This term refers to fair treatment for women and men, in their diversity, according to their respective needs. It can amount to equal or differential treatment, but which is considered equivalent in terms of rights, benefits, obligations and opportunities. Equity is a means to achieve equality.
- Gender discrimination: any distinction, exclusion or preference based on sex and / or gender, whose object or result is to undermine or nullify equal opportunities or treatment in employment.
- Unconscious biases: It consists of unconscious associations, built-in and / or learned patterns that build preferences that can lead us to act, decide or behave, evaluating some people or groups in a differentiated and prejudicial way compared to others.
- Stereotypes: It consists of a generalized belief about certain groups or collectives. It is an expectation that can be had about these groups or collectives, for example, about their personality, their preferences or abilities.
- Occupational sexual harassment: It consists of conduct of a sexual or sexist nature that is unwanted or rejected by the person against whom it is directed, carried out by one or more persons regardless of hierarchy, status, grade, position, function, remuneration level or similar. , creating a climate of intimidation, humiliation or hostility.

3. Scope

It applies in full to all Credicorp companies, their directors, managers and collaborators, regardless of their nationality or residence. It also applies for knowledge and application in relationships with all our stakeholders.

4. Principles

This policy is based on the following principles that govern the Credicorp Gender Equity model:

- a) **Equal opportunities without gender discrimination.** We are committed to building work environments that guarantee our employees, women and men, in their diversity, equal opportunities in their professional careers. Our aspiration is to achieve a balance in the participation of women and men in strategic positions of our organization.
- b) **Work culture that promotes the reconciliation of personal, family and work life.** We recognize that there are different realities and needs of the people who make up our organization and that gender roles and stereotypes operate as barriers to an equal involvement of women and men in the different areas of their lives. Therefore, this commitment seeks to promote work environments that allow the integral fulfillment of the personal, family and professional roles of all the people that make up Credicorp.
- c) **Zero tolerance against workplace sexual harassment.** Sexual harassment at work is a form of violence at work that must be prevented and punished regardless of the hierarchical level of the people involved. Zero tolerance also extends to relationships with all of our stakeholders.

5. Government

The Credicorp Diversity Committee is the governing body of the Gender Equity Program.

6. Report Channels

Based on the principles listed in this Policy, we foster an environment of trust and without fear of reprisals in which anyone who makes up our organization has an active role and is a guarantor of this process. Therefore, through Credicorp Genetic Alert and / or the own channels established in each of the companies, any situation that is considered to compromise compliance with any aspect of this Policy may be reported regardless of the level within the organization in which it is that is being presented.

7. Disciplinary measures

Breaches of this Policy may lead to the application of disciplinary measures, depending on the seriousness of the case and the specific analysis thereof, considering the current regulation.

Document approved by:	
Credicorp Diversity Committee held in sesión of October 06 2020	
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