

**2020 Workplace**

This dashboard includes four main sections: 'Employee Engagement', 'Diversity & Inclusion', 'Learning & Development', and 'Health & Safety'. A video thumbnail is also present.

**Corporate Social Responsibility Overview**

This dashboard provides an overview of CSR across eight categories: Environmental, Social, Governance, Human Rights, Anti-Corruption, Community, Supplier Sustainability, and Product Performance.

**Governance**

This dashboard covers six areas: Board of Directors, Executive Compensation, Risk Management, Ethics & Compliance, Sustainability, and Stakeholder Engagement.

**Information Security**

This dashboard details eight aspects of information security: Information Security Policy, Information Security Program, Information Security Risk, Information Security Incident Response, Information Security Awareness, Information Security Training, Information Security Testing, and Information Security Monitoring.

# Residencial Los Andes

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**Product Performance**

This dashboard focuses on four key areas: Product Quality, Product Innovation, Product Sustainability, and Product Customer Satisfaction.

**Resource Efficiency**

This dashboard tracks resource efficiency in four areas: Energy, Water, Waste, and Carbon Footprint. A video thumbnail is also included.

**Supplier Sustainability**

This dashboard evaluates supplier sustainability across eight dimensions: Supplier Selection, Supplier Assessment, Supplier Development, Supplier Risk, Supplier Engagement, Supplier Innovation, Supplier Sustainability, and Supplier Performance.

**Talent Competitiveness**

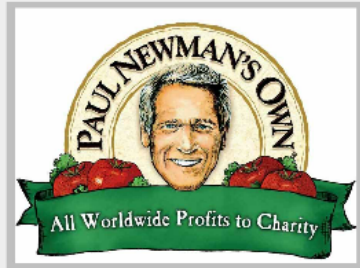
This dashboard assesses talent competitiveness through six metrics: Talent Attraction, Talent Retention, Talent Development, Talent Performance, Talent Engagement, and Talent Mobility.

A background network diagram consisting of numerous small blue squares connected by thin lines, forming a complex web. A larger, darker blue square is positioned at the top center, with two smaller blue squares on either side, connected by lines. The overall background is a light blue gradient.

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# Socially Responsible or Not?



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# Agenda

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Corporate Social Responsibility

Governance

Product Performance

Talent Competitiveness

Supplier Sustainability

Resource Efficiency

Information Security

The 2020 Workplace

# What is Corporate Social Responsibility?

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*The Harvard  
Kennedy school:*



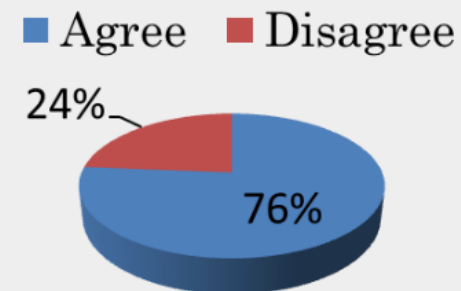
Corporate social responsibility encompasses not only what companies do with their profits, but also how they make them.

# Benefits to the Company

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Companies that believe CSR allows them to attract better talent or develop better employees



# Importance of Corporate Social Responsibility

53% of workers said that “a job where I can make an impact” was important to their happiness

72% of students agreed

69% would not take a job with a company that had a bad reputation, even if they were unemployed

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All Other Things  
Being Equal,  
I Would Take a  
15% Paycut...

**35%** ...to work for a company committed to CSR

**45%** ...for a job that makes a social or environmental impact

**58%** ...to work for an organization with values like my own

# LM's Sustainability Strategy

Sustainability issues and key business trends affect

- Our business strategy
- Customer preferences
- Product development

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Formal assessment of our sustainability plan

- Identified gaps
- Recognized new leadership opportunities for the future
- Sharpened our sustainability strategy and reporting efforts



# Management Plan

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