

Fundación Vegetarianos Hoy's Reporting of Programs, Financials, Leadership, and Culture (2022)

This document contains responses written by the charity. ACE has made no content changes other than the removal of confidential information.

PROGRAM 1

Program name: No Son Muebles

Date commenced (approximate month & year): April 2015

Program description:

A campaign to get animals to be considered sentient beings and “subjects” instead of “objects”, by Chilean law. Currently, Chilean Constitution does not mention them, and in the Civil Code animals are considered “movable property”, that is, simple objects, property of someone. The ultimate goal of the campaign is to give animals the moral consideration they deserve, in all bodies of the law.

In this program we work both on public opinion and legal approach. Collecting sign ups on the change.org petition and working on the Constitution reforming opportunities that emerged in 2015 and later in 2019 and is currently ongoing.

We also work with politicians to present law projects to include animals on our Civil Code. Currently the program has only been implemented in Chile.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. we have had the support from different Chilean animal advocacy organizations since 2015 and more recently also organizations from the environmental sphere. During the first semester of 2021 APLA (Abogados por los Animales) collaborated with Vegetarianos Hoy to write the article proposal to include animals as sentient being and ensure their protection in the Constitution Proposal in Chile We have also collaborated during this period with other environmental organizations such as SCAC’s Ecological Constitution, where we pushed to include animals in their proposal to be presented to the Convention. Distrito 156: Presentation of joined proposals at a presential activity at the convention with conventionals and the President Elisa Loncon. La Constitución es Nuestra <https://laconstitucionesnuestra.cl/> to collaborate on informing about the animals proposal. Change.org, we have our petition with them since 2015, our petition is one of the most popular in Chile with over 250,000 signatures,

and they have helped with promotion during 2021, 2022, having Lives on Instagram, helping us with “b

Program achievements:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	16.788	9.040	17.473	30000	20.000	25.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We plan to expand the program. Regardless of the results for the Chilean new Constitution, lot of work can still be done through bill projects in Chile, and even if the new Constitution is approved, we will have more opportunities for changing the animals legal status in other countries of Latin America.

PROGRAM 2

Program name: Legal and Political Affairs

Date commenced (approximate month & year): July 2020

Program description: By influencing legislation, public policies, and politicians, we aim to improve animal welfare standards in Latin America, prohibit cruel practice toward farmed animals and promote plant-based diets.

We do this by presenting bill projects, informing citizens about the candidates for political positions and their standing about animal welfare issues, creating and lobbying for candidates

to compromise to work for animal welfare and our programs if elected and following up those compromises, and creating relationships and informing decision makers.
 Currently the program has been implemented in Chile and recently started in Perú.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes.

Program achievements:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	8.313	4.476	6.707	8.041	14.000	20.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We will be working this program in all the countires we are currently active but still mora data information has to be collected by the coordinators to decide the next steps of bills and we plan to activate the Vota Por Los Animales initiative for the following elections in Argentina, Colombia, Perú and México.

PROGRAM 3

Program name: Menú Por El Planeta

Date commenced (approximate month & year): January 2021

Program description: Through Menú Por El Planeta we work to implement food policies that promote plant-based consumption in Institutions such as cafeterias, casinos, municipalities, and education around plant-based diets.

Some initiatives that are part of this program is Lunes Sin Carne (started on 2014) / Meatless Mondays, the presentation of bill projects and influencing the recommendations that come from governmental institutions.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. Yes we have collaborated with the Meatless Mondays organizations and with the IVU as partners to translate and distribute content they have available.

Program achievements:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	5.322	2.866	1.943	11.357	14.700	18.200

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We will expand this program to Argentina, Colombia, Perú and México, some hires are still in process but most of the positions involved in the program were hired by the end of the first semester 2022, although not necessarily have started to work in the program yet.

PROGRAM 4

Program name: Observatorio Animal

Date commenced (approximate month & year): October 2020

Program description: Observatorio Animal is an investigation unit which seeks to make visible the reality that farm animals live in Latin America. For this, we investigate, recollect, and analyze public access information about terrestrial and aquatic farm animals and release it on accessible reports to civil society to change public opinion. In this way, we can also have the necessary information to present legal complaints against animal abuse and cruelty, and propose bills to improve the welfare of animals in the region

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

No.

Program achievements:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	3.408	1.835	4.582	7.788	12.000	14.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

Expand to all the countries we are currently active at. All the coordinator that will work in this program are hired on in process of hiring.

PROGRAM 5

Program name: Libre de Jaulas

Date commenced (approximate month & year): March 2019

Program description: Through Libre de Jaulas campaign, we work to improve the welfare of laying hens by stopping the use of cage systems.

We work with companies to generate international standard commitments, with the aim of making the transition to using eggs that come from cage-free laying hens.

We also work from the legislative and public policies by presenting bill projects.

The program is active in Chile and Argentina.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. Yes. We became members of the international coalition Open Wing Alliance on 2018 as we were planning to have a cage free campaign in the future and wanted to learn more about the work been done internationally and in our region. Later in 2019 we also became a grantee allowing the campaign to start. We as members and grantees have regular contact with the international and Latin America members, participate in their summits, events, monthly calls, share strategies and successes. Also we collaborate with other organizations working in Chile like Sinergia Animal and HSI to coordinate and amplify efforts in the best possible way for corporate commitments. We have worked with ARBA Perú and other organizations to share our experience with the law project presented on 2020.

Program achievements: See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	10.221	5.503	16.979	26.455	45.000	60.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

Maintain the work we are currently doing in Chile and Argentina, in Perú we will start working in the program during the second semester of 2022. The presentation of bills in this countries still has to be considered.

PROGRAM 6

Program name: Product Labeling

Date commenced (approximate month & year): June 2013

Program description: Our organization certifies products with Sello Vegano since 2013 and with V-Label since 2018, in Chile and other Latin American countries.

Our goal is to promote both the development of new products and the reconversion of existing ones.

In this program we contact and meet with companies to present the vegan certification, work on the certification process with them, use our social media reach to promote the certified products. We also generate press content about the certification that allow us to present the vegan and plant-based industry and development to the public opinion.

Until 2017 we certified both vegetarian and vegan products but following the general alignments of our organization we decided to only certify and promote vegan products.

We also have initiatives as Supermarket Ranking, that aim to rank the most vegan friendly supermarkets every year and by making this data publicly available, and holding meeting with the companies, increase the certified products in each one.

The program is active in Chile, Argentina, Colombia, México and Perú.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. Yes. We collaborate with V-Label international. They provide the license to certify products with their label and we work to have international standards for the certification. They also charge us a % of the income generated. We also collaborate with Albert Schweitzer Foundation to use the tool they have developed and their expertise with the Retail Ranking to perform it in our targeted countries.

Program achievements:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	12.011	6.468	9.556	41.057	60.000	70.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

Expand the program, it has had great success so far and the opportunity to work in countries as Perú, Colombia, México and Argentina still has much potential ad vegan alternatives are rising and been developed in Latin America. We are still in process to hire the team needed in the countries the program aims to operate.

On the following years we also will launch the Supermarket Ranking, the project has been delayed but is still planed for launching.

PROGRAM 7

Program name: Opción Vegana

Date commenced (approximate month & year): January 2019

Program description: By working with companies to launch new, and good, vegan alternatives in their menus or to develop a new product in their product portfolio we aim to increase the availability and make it easier to people to choose plant-based alternatives.

We work contacting companies, connecting them with providers, advise during the development, helping their launch and marketing to ensure the product is successfully received in the market.

The program is active in Chile, Argentina, Colombia, and México.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

No.

Program achievements: See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	3.547	1.910	3.250	40.776	53.000	57.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

For the following two years we will keep expanding the work in this program, the results during the recent years has been slow due to the pandemic but we identify that the program will be successful outside of Chile too.

PROGRAM 8

Program name: Challenges

Date commenced (approximate month & year): January 2019

Program description: We promote vegan challenges and dairy free challenges to to incentivize people to adopt a plant-based diet, providing support through daily emails where they can find recipes, nutritional information, tips, and more. In this way, those who try out the challenge find it easier to follow a diet free of animal products for a month, and after having a positive experience are more likely to maintain it over time.

To promote the initiative, we make social media campaigns, collaborate with local influencers and organizations to promote and use press management to reach new public. This program is active in all Latin America and we have participants from a variety of countries.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. We have collaborated with Challenge 22 from Animal Now. They are helping us to implement their mythology of the challenge to have a greater impact on the experience of the participants this will also allow us to have better rates on our final surveys. We also have teamed up with ARBA to launch the challenge in Perú during 2020. We collaborated on 2018-2019 with Veganuary, to launch their challenge in Spanish.

Program achievements:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	12.492	10.614	5.496	25914	13000	16000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We will be shrinking the program. After collaborating with Challenge 22 to have the Facebook groups with volunteers in Facebook for almost two year, we determined that this version of the 30 day challenge was not the most efficient for our work. We will keep the challenge active and promote it through ads, but we will be focusing on other programs that have proved to have a larger impact.

PROGRAM 9

Program name: Communications & Social Media

Date commenced (approximate month & year): June 2012

Program description: Since the beginning of the work of Vegetarianos Hoy we have had an important area that is communications, specifically social and press media. We aim to maintain a constant platform updated to bring awareness about animal welfare and plant-based diet using social media, our own platform to support our campaigns, programs, launch of certified products.

We also maintain a constant press media management to bring general awareness about veganism, animal welfare and to support our achievements and public awareness in general, as one of the most efficient ways to reach a diverse audience and influence public opinion. We aim to position the image of Vegetarianos Hoy constantly in the general public of all the countries we work in and to be recognizable for politicians, decision makers and companies.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

No.

Program achievements (download file in Qualtrics that matches the ID and Name below:

See Fundación Vegetarianos Hoy's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

USD

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	14.269	9.512	27.183	55.000	70.000	90.000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We plan this program to have a constant growth, specially outside of Chile where we still need to have a stronger presence and image. We do plan to bring new hires for Digital Marketing management and graphic design. We expect to hire part time or free lance collaborators in Argentina, Colombia, México and Perú as our other programs also grow to have local support for press management.

(Optional) Is there anything else you would like us to know about your programs?

Where are your headquarters located?

Chile

Do you have any subsidiaries in other countries? yes/no [If yes] Which countries?

Yes. Argentina, Colombia, México, Perú

Are your subsidiaries financially independent? yes/no/other (elaborate)

No.

Do your subsidiaries have independent boards of directors? yes/no/other (elaborate)

No.

Who are the decision makers for local programs carried out by your organization's subsidiaries?

Our current structure does not have centralization in each country. The decisions are made from the strategic planning made by the board of directors, then the CEO and the Directors of each area. Each area has collaborators from different countries. Currently the Legal, Communications and Development area are led by directors based in Chile and Projects Director is based in Colombia.

Which accounting method do you use or did you use in the following years?

2020	Other
2021	Other
2022	Other

[If other] Please elaborate, if possible:

For each year we have used both cash basis accounting and this is the method we use for decision making about our programs, for general management and goal setting. We also use accrual accounting as we work with external accountants and is the method required to present

in Chile for Financial Statements and taxes. The documentation attached below is from the accrual accounting but all the information declared for ACE is from the Cash basis accounting.

Please indicate the currency you are referring to here:

USD

Please complete the following table about your organization's annual financials. If available, attach the corresponding tax forms (e.g., Form 990 in the U.S.) for each year. For all projected numbers, please answer under the assumption that your status with ACE (Top Charity, Standout Charity, or not currently recommended) will stay the same. If you project a sizable increase or decrease in revenue in 2023 and/or 2024 that may appear to diverge from your current trajectory, we ask that you briefly comment with an explanation below. These figures will assist us in understanding the overall health of your charity's financials, such as revenue diversity and sufficiency of reserves, as well as your existing plans for expansion.

	2020	2021	MidYear 2022	Projection For 2022	Projection For 2023	Projection For 2024
Total Revenue (sum of the 4 below)						
- Revenue from donations	179702	230451	249674	380000	420000	460000
- Revenue from own work (earned income)	56247	108188	106804	162500	200000	250000
- Revenue from capital investments (investment income)	0	0	1500	5000	7000	10000
- Revenue (other)	0	0	0	0	0	0
Total Expenditures	87600	217438	170000	375000	464000	560000
- Expenditures specifically for starting new programs						
Financial Assets (i.e., cash, savings, investments, etc.)	228728	371228	NA	NA	NA	NA
Nonfinancial assets > \$10,000 USD	0	0	0	0	0	0
Liabilities (if any)	85588	118739	NA	NA	NA	NA

If available, attach the corresponding tax forms (e.g., Form 990 in the U.S.) for each year.

You can upload multiple files through one file upload if the files are compressed into a ZIP file before uploading.

What is the total share of funding sources from large donations (>20% of funding)? Specify the funding source, if possible.

The only source of funding that represents +20% of our total income from the ACE Recommended Charity Fund distributed on February 2022.

Do you have any significant restricted donations? [If yes] Please elaborate.

No.

If you reported expenditures specifically for starting new programs in the table above, please elaborate.

If your expenditures reported in the table above include significant costs that are not directly related to programs (e.g., administration expenses, wages, or training), please elaborate.

We have an estimated that 35% of our expenditures across the years is for general administration, this corresponds to the salaries and costs dedicated to general management, accounting, fundraising, and human resources.

Do you have a significant percentage of assets that would be difficult to liquidate to meet cash needs within one year? [If yes] Please elaborate.

No.

(Optional) Is there anything else you would like us to know about your financial situation?

If you received additional, unexpected funding of \$200,000 USD, how would you allocate it across each of your current programs, any new programs, and/or other plans for expansion, on top of the projections submitted in the previous section?

If we received 200K we would distributed in two different ways: 1) 50% to support current initiatives that have had results as the public research survey we conducted with IPSOS in Chile , we could perform them in other countries we are currently active and this would help fund staff hiring that we still haven't perform due to financial constraints. This part we would also use to some new programs as the Educational Initiatives in schools and universities. 2) The other 50% would be used for training and staff retention initiatives, as acquisition and talent retention has been a challenge in the past years. We would also use the fund to perform longer visits to countries we are currently operating at, as well as travel for key staff to Chile for a shared time working. Lastly we could be able to organize a retreat for all the staff to meet and create team building activities and strategic planning.

If you received \$1,000,000 USD of additional, unexpected funding, how would you distribute it among i) each of your current programs, ii) any new programs, and/or iii) other plans for expansion, on top of the projected expenditures reported in the previous section?

We would increase salaries for all staff in orden to be more competitive to attract and retain talent.

Hire an IT team or a Digital Agency to manage all our websites and digital presence, ads, SEO, etc. This is a key aspect for our programs that are mostly online and informative, that we are not able to currently cover due to the specific technical nature and costs.

Create new programs and hire the necessary staff to conduct them, we have foreseen programs related to Plant Based Startups Incubators in Latin America and we would also establish work in states that have an important presence of Spanish speaking population in USA.

Please list the key members of your organization's leadership team, including i) their name, ii) their role, and iii) the number of years they've worked at your organization.

Ignacia Uribe, General Director, founder in 2012, full time General Director 3 years. (Chile)

Lyda Durango, Director of Projects, less than a year. (Colombia)

Cristian Apiolaza, Legal Director, 2 years. (Chile)

Paula Altamirano, Director of Communications, less than a year. (Chile)

Javiera Mayorga, Director of Development, 3 year. (Chile)

Have you had a leadership transition in your Executive Director role (or equivalent) since the beginning of 2021? [If yes] Please describe the transition process.

No.

Please provide a complete list of your organization's current board members. If this information is available online, you may simply provide a link to the web page.

<https://vegetarianoshoy.org/en/who-we-are/>

Ignacia Uribe Rojas- President

Javiera Mayorga Osorio - Secretary

Iván Flores Martínez - Treasurer

Macarena Montes Franceschini - Board Member

Orlando Rojas Romero - Board Member

What kind of legal entity is your organization?

We are a non profit organization, "Fundación" legally established in Chile.

How would you describe the organizational structure of your organization?

We have a relatively horizontal structure, we only have General Director and Area Directors as senior management and inside each area there are no hierarchies. We are also not divided by the operation in each country but rather by area of work.

Of our main four areas we have two that are general support for the organization one is Communications (social and press media) and Development (finance, administration and human resources), and two for programs related to Legal work, and Projects (diet change programs and corporate programs).

How many full-time staff, part-time staff, and contractors are currently employed/contracted by your organization? Please specify staff numbers by country subsidiary, if applicable.

Chile FT 14

Argentina FT 1 PT 3

Colombia FT 2 PT 1

México FT 1

Perú FT 1

Total full time: 19

Total part time: 4

Total: 23

Please notice that all the staff hired in Argentina, Colombia, Perú and México are contracted by Vegetarianos Hoy as we are only established as an entity in Chile.

How many volunteers working at least five hours per week are currently affiliated with your organization?

35 from our Veggie Challenge

What strategies do you use to learn about staff morale and work culture (e.g., staff surveys, in-person check-ins, suggestion boxes, etc.)?

We have implemented since 2021 the Climate and Satisfaction annual surveys and in January 2022 we hired the Talent and Culture Analyst position, to create a position specifically with the purpose of improving staff morale and promoting organizational culture, and be the position to attend to all onboardings, suggestions and problems that arise. Before this, the role was absorbed partially by the Development Director.

Please indicate the following policies for which your organization has a written commitment:

Have partial policy / informal policy	A formal compensation policy to determine staff salaries
Have formal policy	Paid time off
Have formal policy	Sick days and personal leave
No policy	Healthcare coverage
No policy	Paid family and medical leave
Have formal policy	Clearly defined essential functions for all positions, preferably with written job descriptions
Have formal policy	Annual (or more frequent) performance evaluations

Have formal policy	Formal onboarding or orientation process
Have partial policy / informal policy	Training and development available to each employee
No policy	A simple and transparent written procedure for employees to request additional training or support
Have formal policy	Flexible work hours
No policy	Remote work option
Have formal policy	Paid internships
Have formal policy	A clearly written workplace code of ethics/conduct
Have formal policy	A written statement that the organization does not tolerate discrimination on the basis of race, gender, sexual orientation, disability status, or other irrelevant characteristics
Have formal policy	A simple and transparent written procedure for filing complaints
Have formal policy	Mandatory reporting of harassment and discrimination through all levels, up to and including the board of directors
Have formal policy	Explicit protocols for addressing concerns or allegations of harassment or discrimination
	Documentation of all reported instances of harassment or discrimination, along with the outcomes of each case
Have partial policy / informal policy	Regular training on topics such as harassment and discrimination in the workplace
Have formal policy	An anti-retaliation policy protecting whistleblowers and those who report grievances

Is there anything else you'd like us to know about your organization's human resources policies?

During the last year we have focused on improving our human resources area in general, in 2021 we hired an external Consultant to lift the main process, by the end of 2021 we launched the first version of our benefits package and at the beginning of 2022 we hired the Talent and Culture Analyst position.

Although our collaborators from Argentina, Colombia and México are hired as “contractors” they have the same benefits package, vacations, sick days, etc, as the staff in Chile.

We also have other benefits not listed on the policies above that we can share.