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PROhumana International Travel Seminar of the Future Denmark-Norway ends with more than 15 meetings and visits to leading organizations to gain pioneering insights on issues of Sustainable Human Development

- The PROhumana International Travel Seminar of the Future took place between May 27 and June 2, in which meetings were held with important organizations related to issues of Sustainable Human Development, focusing on Foresight, Human Rights in companies, Gender Equity and Artificial Intelligence.

- One of the highlights of the international trip was the participation of Soledad Teixidó, Executive President of PROhumana as one of the panelists in the Womenomics Business Conference and the meeting with the international leader in Sustainable Development, Gro Harlem Brundtland.

Santiago, June 2018. - Between Sunday, May 27 and Saturday, June 2, PROhumana made the IX version of the PROhumana International Travel Seminar of the Future, an international trip that has been carried out for 14 years with a group of business leaders from Chile to enter in different pioneer cultures in sustainability and to know different topics related to this matter, with the aim of bringing the vanguard to Chile.

This year the countries visited were Denmark and Norway, with the aim of getting to know different topics related to Sustainable Human Development, with focus on Pension Management, Human Rights in companies, Gender Equality and Artificial Intelligence and was carried out in the current framework of the demands of the world, where social rights are the demand of many. Gender Equality and a pension that ensures a dignified life, and that converges with the lifestyle of each person in their final years of work, has become an expectation for a large number of people in Chile and the world.

The PROhumana International Travel Seminar of the Future 2018 included the participation of **Fernanda Kluever and Camila Claps, Paris, Gina Ocqueteau, Crosscheck, Óscar Pontillo, Coopeuch, Grace Schmidt, Hermosilla y Cía, Manuel Araya, Entel, Evelyn Bello, Transelec, Alejandro Mena, Anglo American, Lukas Buckel, Industrial Civil Engineer**, and the PROhumana team formed by **Soledad Teixidó, Florencia Burgos and Isabel Sillano**.

Danish Institute for Human Rights and Womenomics

The trip began in Denmark, Copenhagen, where two of the most important meetings of the trip were held: with the **Danish Institute for Human Rights** and the participation of the group of business leaders in the **Womenomics International Forum**.

The first corresponds to an agency of equality and non-discrimination of race, ethnicity and gender. The Deputy Director, Eva Grambye, was the one to receive the group and in reference to their work policies noted that *"it is smart to respect human rights, it is a responsibility and opportunity for States and Companies"* She also stressed that *"the work you do relates to the SDGs since each one is based on human rights ... by working on human rights you help to fulfill the SDGs"*. Finally, she highlighted that *"inequality has been identified as the greatest risk for companies and the promotion of human rights minimizes it"*.

Since 2015, the Danish Institute for Human Rights has supported the Government of Chile in its efforts to develop and implement a National Action Plan on Business and Human Rights (NAP). As a first step in this process, the Danish Institute supported the Diego Portales University to produce a National Baseline Assessment (NBA) of the current level of implementation of the UN Guiding Principles on Business and Human Rights in Chile.

Subsequently, the group participated in the **Womenomics Business Conference**, which for the fifth year brought together opinion leaders and business executives of both genders as well as digital innovators and academics, who are redefining how we work, live and learn. The conference analyzed the economic benefits and innovation aspects to close the gender gap faster and use the entire talent pool. **Soledad Teixidó, Executive President of PROhumana** participated in the panel of **Global Leadership and The Nordic Diversity Mindset**, which had a prestigious panel with among others the Ministers of Equality of Denmark and Norway.

"Companies are not touching the problem that really has us behind in terms of equality, such as issues of unconscious bias. Equality does not only have to do with being a father or a mother, but also with being human and being able to live life with dignity", said Soledad Teixidó in the conversation.

The Executive President of PROhumana also raised the pending challenges in equality, such as inspiring girls to be leaders and what they want to be; to stop being outdated and change the focus to millennials and young people that today have a different mentality and create initiatives such as *young mentors of adult CEO'S* to tell them what to do in today's world.

Norway with Gro Harlem Brundtland

Oslo was the second destination visited of the PROhumana International Travel Seminar of the Future, a city in which the group met with **Gro Harlem Brundtland**, a Norwegian politician, born in Oslo in 1939, who was the first woman to hold the position of Prime Minister in Norway and the youngest head of government in the country for almost two centuries.

In the international arena, Gro Harlem Brundtland was the general director of the World Health Organization from 1998 to 2003, and in 2007 she was appointed Special Envoy of the United Nations for Climate Change. She developed the concept of sustainability in the 1987 report "Our Common Future" where she stated that violence was the main public health problem. In addition, the first definition of "Sustainable Development" arises from this report, which inspired the work of the Commission in the United Nations of the same name and was led by Gro Harlem Brundtland. The so-called "Brundtland Commission" of the United Nations used the following definition in its report: *Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.*

During the meeting with the participating business leaders of the trip, she noted that *"equality is the great challenge for 2030 ... to become aware of the inequalities in the world"*.

Others in Denmark and Norway

Copenhagen, the capital of Denmark, was also the center of other meetings, such as the one held with **HK**, the National Trade Union of Trade Officials and Offices of Denmark. The group also met with **PensionDanmark**, a non-profit labor market pension fund that aims to manage and develop pension and insurance plans that create the highest possible value for its members, companies and organizations. It is currently one of the 50 largest pension funds in Europe and serves 713,000 members.

The group also visited the **Board of Equal Treatment**, which covers complaints about discrimination in the labor market regarding gender, race, color, religion or beliefs, political opinion, sexual orientation, age, disability, national origin, social origin and ethnic origin. They also met with **Nykredit**, a national bank that is the largest credit provider in Denmark and have a focus, especially, on loans for Danes who are interested in buying houses, SMEs and the agriculture sector.

In addition, they met with senior managers of the **Danish Innovation Center for Applied Artificial Intelligence**, which gives easy access to the latest generation of learning on machine use, artificial intelligence and Big Data and is part of the Alexandra Institute, one of the most important in Denmark. They also visited the **Danish Diversity Council**, which aims to address the various problems surrounding gender inequality and combat them in a professional and strategic platform with the main intention of getting more women to occupy the most important leadership positions in Denmark.

In Oslo, the capital of Norway, more meetings were held, starting with the visit to the **Norwegian Confederation of Trade Unions**, known as LO, which is the largest and most influential workers' organization in Norway. LO has a great influence and has shown its stamp in the development of society. More than 900,000 workers are affiliated with the 26 national unions that are in turn affiliated with LO.

The group of business leaders also visited the **NHO Confederation of Norwegian Enterprise**, Norway's leading organization for employers and the main business pressure group. It has a current membership of more than 24,000 companies, with 560,000 employers and ranges from small family businesses to multinational companies in most sectors.

They also visited the **Ministry of Foreign Affairs**, whose main task is to ensure and promote the interests of Norway at the international level, these interests being determined by factors such as geographical location, economy, administration of important marine resources and their extensive oil exports and gas. The best way to promote the interests of Norway, they explained, is to cooperate with like-minded countries.

They also met with **The Equality and Anti-Discrimination Ombud**, the oldest "ombudsman" in the world, and that is for all those who have suffered discrimination. Each year there are hundreds of people who report intimidation, harassment, discrimination, exclusion, abuse and violence. The main task of this institution is to promote equality and fight against discrimination based on

gender, ethnicity, religion, disability, sexual orientation, gender identity, gender expression and age. The ombud is an alternative to judicial procedures in cases of discrimination, and is a more easily accessible option. It is called by the government but its actions are independent. Here they open and treat the topics so that the problem is seen and worked on to overcome them.

Finally, the group visited **Storebrand**, a financial services company in Norway and the largest private pension provider in Norway. Its mission is to create long-term performance for clients and is currently classified as the most sustainable company in the world in the pension and finance category. As one of Norway's leading pension companies, they strive to have a positive impact on society and build a transparent financial sector based on trust. Sustainability is an integral part of Storebrand's core business therefore they evaluate economic, social and environmental aspects before making any decisions.

About PROhumana International Travel Seminar of the Future

More than 90 leaders of the three sectors have under 14 years been part of PROhumana International Travel Seminar of the Future, with the aim of exchanging knowledge, learning from peers, and establish links with other realities; and bring back to Chile all the knowledge and trends in Sustainability.

In this way, between 2004 - the year in which the first PROhumana International Travel Seminar of the Future was held - and until 2017, more than 44 visits have been made to important public and private companies, bringing together local leaders with CEOs of organizations such as Natura (Brazil), Kinross (Canada), The Guardian (England), Gas Natural Fenosa (Spain), Philips (Netherlands), Arbejdernes Landsbank (Denmark), Statkraft (Norway), and Nokia (Finland).

Likewise, more than 43 meetings have been held with civil society organizations focused on global issues of Consumers, Trade Unions, Transparency, Communities, Sustainable Management, Climate Change, Green Growth, Circular Economy, Gender Equity, among others.

In addition, more than 24 meetings have been held with State organizations and Municipalities, creators and coordinators of the National Sustainability Policy in the 8 countries visited: Brazil, Canada, England, Spain, Holland, Denmark, Norway and Finland.