



6. Social Responsability & Sustainable Development

6.1 Diversity on the Board of Directors

i. Makeup by Gender

MEN	WOMEN
5	2

ii. Makeup by Nationality

CHILEANS	FOREIGNERS
7	0

iii. Makeup by Age Group

<30	[30, 40]	]40, 50]	]50, 60]	]60,70]	>70
0	0	3	1	3	0

iv. Makeup by Seniority

< 3 years	[3, 6]	]6, 9[	[9,12]	> 12 years
7	0	0	0	0

6.2 Diversity in Senior Management & other Managers Reporting to the General Management

i. Makeup by Gender

HOMBRES	MUJERES
13	1

ii. Makeup by Nationality

CHILENOS	EXTRANJEROS
14	0

iii. Makeup by Age Group

<30	[30, 40]	]40, 50]	]50, 60]	]60,70]	>70
0	2	3	6	3	0

iv. Makeup by Seniority

< 3 años	[3, 6]	]6, 9[	[9,12]	> 12 años
6	2	1	0	5

6.3 Diversidad en La Organización

i. Makeup by Gender

MEN	WOMEN
3169	838

ii. Makeup by Nationality

CHILEANS	FOREIGNERS	COUNTRY	TOTAL
3987	20	Venezuela	4
		Spain	3
		Colombia	3
		France	2
		Peru	2
		Paraguay	1
		Ecuador	1
		Canada	1
		Brazil	1
		Argentina	1
		Bolivia	1

iii. Makeup by Age Group

<30	[30, 40]	]40, 50]	]50, 60]	]60,70]	>70
889	1708	739	398	266	7

iv. Makeup by Seniority

< 3 años	[3, 6]	]6, 9[	[9,12]	> 12 años
1163	830	454	784	776

6.4 Salary Gap by Gender

Position Type	Average Percentage of Base Pay Earned by Women vs. Men in 2016
Drivers	106%
Managers	76%
Heads	86%
Station Heads	91%
Operational Personnel	93%
Professionals	91%
Supervisors	105%
Maintenance Technicians	87%
Technicians & Administrative Staff	102%
Security Guards	-

