



# ESG DOCUMENT

COMPLEMENTARY TO THE INTEGRATED REPORT FY  
2021

SALMONES CAMANCHACA

## 1.3 Risk & Crisis Management

### 1.3.3 Emerging Risks

| Name               | Climate Change   | Environmental Regulatory Changes  |
|--------------------|--|---|
| Description        | <p>Significant variations in the conditions of nature that could affect the growth of species, such as: changes in oceanographic temperature or marine currents, algae bloom, red tide, swells, oxygen discharges or others that may affect biomass and facilities. In addition to hazards such as extreme weather conditions that could pose a threat to the personnel of the cultivation centers.</p>  | <p>Facing regulatory restrictions to operate in places that are located near protected areas or areas of high environmental/social sensitivity.</p>   |
| Impact             | <p>The occurrence of these natural events can have impacts on cultivated biomass, as well as on the infrastructure of cultivation centers or bases on land. Losses on the cultivated biomass product of lower growth and / or mortality and escape of fish due to extreme weather conditions, and damage to the structures of the center as a result of extreme weather events, may have commercial impacts on the Company.</p>  | <p>Some sites may be located near or within biodiversity sensitive areas.<br/>The effects of salmon farming on the environment and biodiversity are being hotly debated and new regulations in this area could lead to the closure of facilities or require costly measures to be implemented. In addition, new regulations could restrict certain additives used in fish feed and could ban drugs if they are deemed to have an adverse impact on the environment.<br/>Compliance with such laws, rules and regulations, or failure to comply with them, may have a material adverse effect.</p> |
| Mitigating actions | <ul style="list-style-type: none"> <li>• Diversification of farming sea water sites:                             <ul style="list-style-type: none"> <li>» Diversification in the location of operations, prioritizing areas further south (Aysén region) because these fjords present a lower risk of algal blooms and higher oxygen levels</li> </ul> </li> <li>• Farming alternative species                             <ul style="list-style-type: none"> <li>» Coho has a shorter cycle and is harvested before summer</li> </ul> </li> <li>• Use of new technologies and devices                             <ul style="list-style-type: none"> <li>» Wellboat that transports faster in case of need</li> <li>» Oxygen emergency system</li> <li>» Bubble curtains</li> <li>» Sea water sites backup</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>- Ongoing dialogue with the authorities of the countries in which it operates to inform that biodiversity is not negatively affected by the operations of Salmones Camanchaca.</li> <li>- Option to generate a cooperation agreement with NGOs to generate exchange of ideas and information.</li> <li>- Environmental testing and documentation to ensure that operations do not leave a lasting footprint.</li> </ul>  |

## 2.3 Operational Eco-Efficiency

### 2.3.2 Indirect Greenhouse Gas Emissions (Scope 2)

| IGHG (Scope 2)                             | Unit                   | FY 2018 | FY 2019 | FY 2020 | FY 2021 |
|--|------------------------|---------|---------|---------|---------|
| <b>Location-based</b>                      | metric tonnes of CO2e  | 4070    | 6659    | 7334    | 7116    |
| <b>Data coverage (as % of denominator)</b> | % of production volume | 100     | 100     | 100     | 100     |
| <b>Market-based</b>                        | metric tonnes of CO2e  | 4070    | 6659    | 4397    | 1674    |
| <b>Data coverage (as % of denominator)</b> | % of production volume | 100     | 100     | 100     | 100     |

### 2.3.5 Waste Disposal

|  | Unit          | FY 2018 | FY 2019 | FY 2020 | FY 2021 |
|--|---------------|---------|---------|---------|---------|
| <b>Total waste recycled/ reused</b>      | metric tonnes | 30070   | 25287   | 28447   | 28558   |
| <b>Total waste disposed</b>              | metric tonnes | 4798    | 7665    | 7579    | 5601    |
| - Waste landfilled                       | metric tonnes | 4178    | 7522    | 7464    | 5557    |
| - Waste incinerated with energy recovery | metric tonnes | 0       | 0       | 0       | 0       |

|   |                        |     |     |     |     |
|---|------------------------|-----|-----|-----|-----|
| - Waste incinerated without energy recovery | metric tonnes          | 0   | 0   | 0   | 0   |
| - Waste with unknown disposal method        | metric tonnes          | 620 | 143 | 115 | 44  |
| <b>Data coverage (as % of denominator)</b>  | % of production volume | 100 | 100 | 100 | 100 |

## 2.6 Food Loss & Waste

### 2.6.2 Food Loss & Waste Impact

|  | FY 2021 |
|--|---------|
| a) Total weight of all food loss & waste [metric tonnes]                                   | 27,505  |
| b) Total weight of food loss & waste volumes used for alternative purposes [metric tonnes] | 27,378  |
| c) Total discarded (a-b) [metric tonnes]   | 127     |
| d) Food loss & waste intensity: ton food waste/ ton produced                               | 0.66    |
| Coverage: Production   | 100%    |

## 3.2 Labor Practice Indicators

### 3.2.2 Workforce Breakdown: Gender

We have the goal to achieve a 35% participation of women in the total workforce by 2025.

## 3.3 Human Rights

### 3.3.2 Human Rights Due Diligence Process

From 2021 to first semester of 2022, Salmones Camanchaca and SustainaLab conducted human rights due diligence to identify the potential risk of negatively impacting the human rights of workers, contractors and suppliers.

Risk mapping or other forms of assessment to identify areas of potential risk.

The study was based on the UN Guiding Principles on Business and Human Rights and the 32 human rights provided by the Ruggie Framework.

We set out to identify risks in our own operations, in our value chain or other activities related to our business.

The process began with the identification of the most relevant potential impacts on HHRR, and included:

- Analysis of reports on adverse human rights impacts in Chile and in the salmon industry.
- Review of the press.
- Review of Salmones Camanchaca's Policies, Codes and Procedures.
- Results of customer's audits and certifications.
- Interviews with company's managers and some employees.
- Focus groups with company employees, contractor employees and suppliers.

The risks identified were classified into 6 categories, and their impacts were evaluated according to severity and priority.

As part of the process, recommendations were made to prevent and mitigate potential impacts, based on the gaps identified.

#### Actual or potential human rights issues covered.

The 6 categories considered are presented below:

- Health and safety
- Inclusion and non-discrimination
- Decent work
- Forced and child labor
- Standard of living
- Protection of privacy

Among other issues, these include:

- Human trafficking
- Freedom of association
- Right to collective bargaining
- Equal pay

#### Individuals whose human rights could potentially be affected, covered by human rights due diligence.

- Own employees
  - Migrants
  - Women
- Employees of third parties (contractors and suppliers)
  - Migrants
  - Women
  - Children

#### Action plans for 2022.

- Dissemination and training in the Code of Conduct and Human Rights Policy to employees, contractors and suppliers.
- Dissemination of Salmones Camanchaca's complaints channel.

## 3.8 Occupational Health & Safety

### 3.8.2 OHS Programs

We have an OHS management system.

Currently, in farming we are starting to implement a high-performance risk management system (never existed before). In the case of the Tomé process plant, it has an Occupational Health and Safety system certified under the ISO 45001: 2018 standard.

It covers the following elements:

**OHS risk and hazard assessments to identify what could cause harm in the workplace.**

In farming, we have technical reports from safety analysts (internal) and ACHS (external - Workers Safety Agency). In the case of the Tomé process plant, there is a procedure and documentation associated with the processes of hazard identification, evaluation, and determination of controls.

**Prioritization and integration of action plans with quantified targets to address those risks.**

In farming, work is being carried out based on the lessons learned over the past year. In the case of the Tomé process plant, there is a procedure for identifying hazards, evaluating risks, and determining controls. In addition, there is a process for eliminating hazards and reducing occupational health and safety risks.

**Integration of actions to prepare for and respond to emergency situations.**

In farming, we have work programs and drills required by the maritime authority. In the case of the Tomé process plant, there is an emergency preparedness and response process for emergency situations, including procedures and accompanying documentation.

**Evaluation of progress in reducing/preventing health issues/risks against targets.**

In farming, ACHS technical reports are followed up at work centers. In the case of the Tomé process plant, a hazard elimination matrix is in place.

**Internal inspections.**

In farming we have evaluations carried out by internal and ACHS personnel. In the case of the Tomé process plant, a Behavioral Accident Prevention Process (BAPP) program is in place.

**Independent external verification of health, safety and well-being: please provide the names and standards used (such as ISO 45001):**

In farming we have external inspections by the ACHS. In the case of the Tomé process plant, is certified under ISO 45001: 2018. The Tomé plant was the first plant to be certified under this standard, although the Company has been working with other plants to achieve this standard in recent years.

**Procedures to investigate work-related injuries, ill health, diseases and incidents.**

The company has procedures in place to investigate occupational accidents, poor health, illnesses and incidents. Occupational accidents are dealt accordingly to the established procedures.

**OHS training provided to employees and/or other relevant parties to raise awareness and reduce operational health & safety incidents.**

In farming, we have training programs. In the case of the Tomé process plant, there is also a training program for workers. Tomé is in line with the process of identifying hazards, and therefore, actions are defined to be carried out monthly in each of the sections, departments, and levels of responsibility, through a software specially designed for this purpose, which is called Direct Operations Controls (COD).

**OHS criteria introduced in procurement and contractual requirements.**

We have contractual requirements in the internal regulations and in the employment contracts. The criteria used are defined in the procedure of identification of hazards, risk assessment and determination of controls.

