

## CORPORATE OCCUPATIONAL HEALTH AND SAFETY POLICY

### Salmones Camanchaca S.A

#### **Mission:**

To ensure a safe and healthy working environment for all employees, contractors, and visitors at our salmon production facilities, as well as in our safety and occupational health practices and processes.

#### **Commitments:**

Salmones Camanchaca is committed to promoting high-performance management based on continuous improvement. We recognize that occupational health and safety are fundamental to the well-being and success of our organization. Therefore, we commit to fostering a preventive culture at all levels of the company and maintaining auditable management systems appropriate to the nature and conditions of our operations, within a framework of proactive action.

Our policy is based on a set of key commitments:

Legal Compliance: Comply with all applicable laws and regulations concerning occupational health and safety.

Leadership and Commitment: Strengthen the preventive culture by driving visible and influential leadership at all levels of the organization and ensuring resources for managing occupational health and safety.

Contractor and Supplier Management: Integrate, accompany, and direct collaborating companies and suppliers into the client's risk management system.

Operational Risk Management: Identify, assess, and effectively and systematically control risks affecting the safety and health of individuals.

Training and Performance Improvement: Provide continuous training in occupational health and safety to all staff and contractors. Enhance skills and competencies of workers, encourage participation, and promote safe behaviors in everyday activities.

Communication: Establish effective communication channels to report and address occupational health and safety concerns with stakeholders.

Emergency Preparedness and Response: Implement mechanisms to respond effectively and efficiently to operational emergencies that may impact people and/or operations, minimizing their impact.

Communication, Consultation, and Participation with Stakeholders: Involve employees and stakeholders in decision-making related to occupational health and safety.

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Incident Management: Investigate accidents that occur in our operations, implement and disseminate lessons learned.

Monitoring: Permanently monitor and manage critical activities. Periodically review goals, practices, and performance.

This Policy considers all elements of the high-performance Occupational Health and Safety Management System "SIGRAD" and follows the guidelines of ISO 45001:2018.

#### **Responsibilities:**

To fulfill this policy, directors must ensure the availability of resources and the necessary leadership to implement it, while managers and supervisors are responsible for supervising and ensuring that staff and contractors comply with health and safety practices. Moreover, it is crucial for all personnel, contractors, and suppliers to fully comply with the prescribed safety procedures, actively use personal protective equipment, and report any health and safety concerns or incidents. By collectively upholding these guidelines, the organization aims to maintain a safe and protected environment for everyone involved.

Policy Review: This policy will be reviewed annually or when necessary to ensure it remains relevant and effective.



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