

## NON-DISCRIMINATION AND PREVENTION OF WORKPLACE HARASSMENT POLICY

At Salmones Camanchaca S.A we believe that the contribution of each person is unique and essential to achieve the goals proposed in our mission to "Feed the world from the sea with healthy and nutritious proteins, produced under sustainable processes and committed to the environment and communities where we work".

For this reason, we constantly develop and implement actions used to promote a culture, both within the company and in our projection to society, that favors inclusion, non-discrimination and workplace harassment, for which we have established 5 commitments that each person who is part of the organization must internalize, practice and promote on a day-to-day basis:

- **Gender equality and diversity are part of our management.** We are committed to creating spaces of trust and respect, and to developing activities that reduce and prevent possible gender gaps in the different areas of corporate activity.
- **We are committed to gender equity,** by ensuring and promoting equal opportunities and conditions in all positions, while promoting it at the different levels of leadership, moving towards equitable representation. We will promote the adoption of measures that promote the participation and empowerment of women at all levels.
- **Prohibition of all types of abuse, sexual and non-sexual harassment and/or discrimination.** We will continue to show an inclusive work environment that addresses the prevention and detection of workplace harassment, sexual harassment, gender violence, disapproving any conduct that violates the dignity, quality of life, safety, social and personal development of those who work in our organization. Salmones Camanchaca S.A. has a Whistleblower Channel, through which any collaborator or third party can express in a registered or anonymous way any fact that may qualify as an irregularity or breach of the Company's internal regulations, as well as infractions of the law and regulations in Chile. <https://denuncias.camanchaca.cl/Denuncias/Ingresar>

- **We will promote the reconciliation of work, family and personal life**, promoting co-responsibility in the fulfillment of work, family and personal tasks.
  
- **We will promote participation and connection with the community** through work with women from the environment where we are inserted, promoting gender equity in all interactions with them.



**Manuel Arriagada Ossa**  
**General Manager**  
**Salmones Camanchaca S.A.**