

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 aimed at promoting a culture—both within the company and in our projection to society—that fosters inclusion, non-discrimination, and the prevention of workplace harassment. To this end, we have established five commitments that every person within the organization must internalize, practice, and promote daily, such as training for all workers on discrimination and harassment in the workplace.

- **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 forms of abuse, sexual and non-sexual harassment, and/or discrimination.** We will continue to foster an inclusive work environment that focuses on the prevention and detection of workplace harassment, sexual harassment, and gender-based violence. We reject any behavior that undermines the dignity, quality of life, safety, and social and personal development of those who work in our organization. We promote the dissemination of the Karin Law, which aims to strengthen safe and violence-free work environments, where respectful treatment is encouraged, gender equality is promoted, and situations constituting sexual harassment, workplace harassment, and violence at work are prevented. These situations often arise due to the absence or deficiency in the management of psychosocial risks within the organization, as well as the persistence of inappropriate or prohibited behaviors in the workplace. The company must adopt concrete and effective

measures to eradicate behaviors that violate human dignity in the work environment, as established in the Internal Regulations on Order, Hygiene, and Safety.

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.

In the event that a discriminatory act, harassment, or any other breach of this policy is duly verified, Salmones Camanchaca will apply the corrective and disciplinary actions established in the company's Internal Regulations on Order, Hygiene, and Safety, in accordance with the provisions of the Chilean Labor Code.



PABLO HERNANDEZ NEIRA

HUMAN RESOURCES MANAGER

SALMONES CAMANCHACA S.A.