

# HUMAN RIGHTS POLICY

## 1. PRESENTATION:

Salmones Camanchaca understands that the achievement of business objectives is directly linked to the assessment made by its different stakeholders; and that their productive activities, depending on how they are carried out, can positively or negatively impact people and/or the environment. For this reason, it takes special care in the way of executing the activities, products, or services of the company, regardless of whether they are carried out at sea or on land; or by internal personnel or through companies that provide goods and/or services.

For this reason, following the Universal Declaration of Human Rights, we recognize and value the equality and dignity of people concerning work, we respect diversity and we oppose all types of discrimination. Similarly, we reject the use of forced labor or child labor, in any of its forms, at all levels of the organization or its value chain.

The Human Rights Policy of Salmones Camanchaca S.A. implies the commitment to respect and observe the human rights of its employees, workers in the supply chain (suppliers), members of neighboring communities, and, in general, of any person directly or indirectly related to its activities.

The Company's suppliers must share this commitment and implement their own policy of respect for human rights, following the location and context in which their activities take place, especially concerning the working conditions of collaborators.

## 2. INTERNATIONAL REFERENCES:

This Policy adopts the following international and European law treaties, which apply to its constitutive principles:

1. The International Bill of Human Rights of the United Nations (UN).
  - a) The Universal Declaration of Human Rights.
  - b) The International Covenant on Civil and Political Rights.
  - c) The International Covenant on Economic, Social, and Cultural Rights.
2. The fundamental conventions of the International Labor Organization (ILO) numbers 29, 87, 98, 100, 105, 111, 138, and 182, as well as the ILO Declaration on fundamental principles and rights at work.
3. The United Nations Convention on the Rights of the Child.
4. The European Convention on Human Rights.

The most recent versions of the following business standards and voluntary initiatives have also been taken into account:

1. The principles of the United Nations Global Compact.
2. The principles for a Sustainable Ocean.
3. The Guidelines of the Organization for Economic Cooperation and Development (OECD).

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## 3. INTERNAL REFERENCES:

The following internal documents complement and are linked to the principles outlined in this Policy:

1. The Code of Business Conduct and Ethics.
2. The Crime Prevention Manual.
3. The Supplier Code of Conduct.

## 4. PRINCIPLES:

We expect that both our workers and those of our suppliers observe and comply with the following guidelines and practices:

### 4.1 LABOR PRACTICES:

#### 4.1.1 Do not allow child labor

- Implement actions to prohibit and prevent child labor and to ensure that all workers are over 15 years of age.
- Ensure that the eventual "light work" for young people, where appropriate, does not harm health, school attendance, careers, or training programs.

#### 4.1.2 Regularity of work in all its forms

- Never retain the original identity documents or travel documents of the workers.
- Implement effective practices to prevent human trafficking in the process of recruiting workers.
- Ensure that foreign nationals do not work informally or irregularly and that their salary is equal to or greater than the legal minimum salary.

#### 4.1.3 Prohibit the constitution of "security deposits"

- Never demand or accept payments from employees, including workers of suppliers' subcontractors, for the right to work (direct payments to the supplier or hiring fees).
- Never demand or accept "deposits" or other reimbursable values from any worker, also deduct or withhold any part of the salary for security deposits.

#### 4.1.4 Oppose unfair or inhumane treatment of the workforce, including all forms of intimidation and harassment

- Have policies and protocols to raise awareness about the rights of workers and prohibit conduct that violates them.
- Apply the protocols that labor legislation requires and together with this, inform Salmenes Camanchaca of antecedents (complaints) related to situations of

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mistreatment of workers, including any form of physical, sexual, or verbal abuse, harassment, or intimidation, including threats of retaliation.

- Have protocols for the prevention, punishment, and reporting of all types of degrading, abusive or violent treatment in the workplace.

### **4.1.5 Allow freedom of association**

- Respect the right of workers to bargain collectively, join unions, or other similar organizations.

- Never give monetary, material incentives or royalties of any kind to workers who participate in meetings or commissions (forums) during collective bargaining.

### **4.1.6 Maintain working hours that meet legal requirements and operate shifts of less than 12 hours**

- Promote working hours to be the lowest of the ILO guidelines or national legislation.

- Ensure that working hours, including overtime, do not exceed 12 hours in each 24-hour period.

- Provide a minimum of 24 consecutive hours of rest, within each 7-day period. If there are other shift modalities, they must also include a rest period of a minimum of 24 consecutive hours.

### **4.1.7 Demonstrate that overtime is voluntary, within legal limits, and duly compensated**

- Maintain a record that evidences the overtime worked, which is updated and available for review by Salmones Camanchaca.

- Compensate overtime at least with the premium rate prescribed by law.

### **4.1.8 Maintain fair and legal terms of employment**

- Comply with at least all legal requirements about employment, including, but not limited to, wages and benefits.

- At Salmones Camanchaca, we will strive to maintain equitable remuneration according to the existing compensation model, which defines incomes based on the following variables:

- Job Level

- Market Value

- Merit/Performance

Any salary difference among employees must be justified by one of the aforementioned variables and not by their sex or gender identity.

- Ensure that all workers receive a copy of their employment contract.

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## **4.1.9 Do not allow unauthorized or illegal payroll deductions**

- Ensure that no deductions are made from wages as a disciplinary measure or in any way prohibited by national law.
- Ensure that workers receive settlements with details of compensation and deductions (as appropriate).
- Ensure that any loans from the supplier company to workers are always made by responsible lending practices and current laws.

## **4.1.10 Eliminate irregular employment**

- Ensure that different types of contracts (fixed, short-term, or another mechanism) are not used irregularly, to avoid the granting of labor benefits that are required by law.
- Ensure that the trial periods for new employees are carried out per legal requirements.

## **4.1.11 Eliminate illegal and unfair discrimination**

- Have an internal instruction that prohibits any type of illegal or unfair discrimination in hiring, compensation, access to training, promotion, dismissal, or retirement for reasons of race, national origin, religion, age, disability, sex, marital status, sexual choice, union membership, political or based on actual or perceived HIV / AIDS status or other health problems.
- When appropriate, have at least 1% of workers with disabilities.

## **4.1.12 Promote an inclusive workplace**

- Have a formal (written) policy, known to all employees, that promotes the value of diversity in the workplace, with guidelines for respecting people and their own identity, including the right to their own picture.

## **4.2 COMMUNITIES:**

For Salmones Camanchaca a fundamental value is to respect the safety of the community and the agreements it signs with them, for this reason, it promotes respect for the inhabitants and the cultural heritage of the places where it operates, takes care of the goods of the communities with which it interacts, seeking to avoid damaging or altering local productive activities and infrastructure for public use, especially that which is used by people in the territories.

The company hopes that the service companies integrate harmoniously into the life of the communities, trying to cause the least impact on their quality of life and customs.

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This involves fostering dialogue with local communities, knowing their expectations, responding to their concerns regarding operations that could potentially affect them, and opening spaces to participate in the generation of solutions, providing them with timely, relevant, and truthful information.

### 4.2.1 Relations with people in the community

- Know and respect the principles and traditions of the community. Avoiding interrupting the usual activities and religious, cultural, or any other kind of festivities.
  
- Take care of the behavior of its workers in terms of noise, language used, situations of violence, or any other that causes annoyance or impairment to the inhabitants of the territory.
  
- Treat the members of the communities with dignity and respect, avoiding any act of discrimination.
  
- Comply with all the agreements established with the communities or local, provincial, or regional authorities. Never make promises or commitments if you don't have the right level of decision.
  
- Never use public spaces to collect materials. If due to an emergency it is necessary to temporarily maintain waste or residues, you must have authorization from the competent entity and notify the Head of the Salmones Camanchaca Facility Center immediately.
  
- Take special care of the installation, maintenance, and removal of structures, verifying that they are well secured, thus avoiding accidents, damage, or use of public space.
  
- Whenever possible, we encourage all suppliers to direct their efforts to improve the lives of the communities where they and Salmones Camanchaca operate and it is especially suggested to participate and contribute in the event of natural disasters. It is considered a good practice and therefore desirable that the companies that provide goods and services contribute to the well-being of the communities in the territories where they develop their contracts.

## 5. BREACHES

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Through Human Capital Management, queries, communications, and requests related to this document will be channeled, and it will also be a permanent channel open to receive communication of possible breaches.



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