

HUMAN RIGHTS POLICY

PEOPLE MANAGEMENT

PS-GP-PL10

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1. INTRODUCTION

Multiexport Foods S.A. and all its subsidiaries recognize and value every human being as a person with rights, promoting respect for them at all times in all their dimensions.

In this sense, the company elaborates a Human Rights Policy which aims to guarantee the protection of the individual and collective rights of the people who participate directly or indirectly in its operation, under compliance with the legal regulations in force in Chile and in the countries where it has activities and based on the Universal Declaration of Human Rights adopted by the General Assembly of the UN, the International Bill of Human Rights proclaimed by the United Nations, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up.

The company discloses, promotes, and has mechanisms of reparation and verification so that human rights are respected within the organization, strengthening these actions through the performance of due diligence with a third party, to see the potential risks of collaborators, contractors, and communities. Generating the basis for a correct follow-up on the risks and potential impacts of vulnerable groups.

2. SCOPE

The scope of this policy extends to its employees, contractors, suppliers, customers, communities and other stakeholders that are directly or indirectly related to the company's operations.

3. OBJECTIVE

The objective of this policy is to guarantee respect for human rights and the dignity of all people who participate in the value chain internally or externally. In the same way, it promotes the knowledge of its collaborators about fundamental rights and their compliance, through educational processes.

As such, the Partnership is committed to the promotion and realization of the following fundamental rights principles:

- To ensure the non-existence of all forms of forced and compulsory labor in the groups established in the Scope. To ensure the non-existence of all forms of human trafficking and smuggling.
- To ensure the non-existence of all forms of child labor in the groups established in the Scope.
- Ensure that there are no discriminatory practices or practices that undermine the dignity of individuals and have a system for complaints and investigations known to employees and other stakeholders.
- Respect, protect and fully comply with current legislation regarding Social Security, in order to allow employees access to the health insurance and retirement system according to the country in which they are located.
- Respect, recognize, and facilitate the Right of Free Association, Freedom of Association, and Collective Bargaining.
- To have open, public, and free selection and recruitment processes, which are carried out according to

the established procedure without incurring arbitrary discrimination practices.

- Guarantee access to fair remuneration for the work performed, allowing people to meet their basic needs.
- To ensure the rest of the people, as indicated by the legislation in force in the country where the activities are carried out.
- To protect the family and the child to be born, by means of pre and post-natal leave in accordance with current legislation.
- Promote gender equity through concrete practices and actions.
- Ensure appropriate Occupational Health and Safety conditions as determined by law.
- Respect the rights of the community where the Company develops its operations, collaborating in the preservation of their lifestyles, customs, and beliefs.

3.1 Consultation and notification

The Company has internal channels and procedures to verify compliance with this Policy and to channel any queries arising from its contents. Employees may inform the Company, confidentially and/or anonymously if required, of any non-compliance with the commitments published in this policy.

For the above, a Whistleblower Channel is available to all Stakeholders, which can be accessed in different ways:

- Conflict Resolution Book or email.
- Email: sugerencias@multi-xsalmon.com
- Whistleblower channel: <https://mef.integridadcorporativa.cl/>

This information will be administered by the People Management, in collaboration with the Comptroller's Office, who will be responsible for conducting the corresponding investigation and executing the pertinent sanction, in accordance with the provisions of the Code of Ethics.

4. RESPONSIBILITIES

The guidelines established in the Human Rights Policy are applicable to all Company employees, contractors, and subcontractors, who must know, understand and comply with everything stipulated in the document.

The Company is committed to providing the necessary resources to implement the Human Rights Policy and monitor its application. Likewise, it must ensure that internal regulations are consistent with the guidelines of this policy.

The Company has an Ethics Committee, made up of the following persons or entities: Chairman of the Directors Committee, Chief Executive Officer, and a Director. All of them have the right to speak and vote. In addition, the Legal Counsel participates in this Committee, who will have the right to speak and will act as Secretary of the Minutes. It is the responsibility of the Ethics Committee to ensure the proper dissemination and application of the Company's Code of Ethics:

- Promote the values and behaviors expressed in this document
- Be a consultative body.

- Channel cases to the appropriate instance.

The Human Resources, Sustainability, and Corporate Affairs Management, together with the Ethics Committee and with the collaboration of the other managements of the Company, will be responsible for disseminating the policy and its scope.

The People Management, through its Organizational Development Sub-Management, shall educate and train those who are part of the company in the respect of Human Rights and the Dignity of people.

The investigation of complaints related to Human Rights violations will be in charge of the People Management, in collaboration with the Comptroller and under the guidelines of the Ethics Committee, which will be responsible for overseeing the determination of a sanction based on its merit and background, as indicated in the Code of Ethics.

Annex

Reference Documents:

- Code of Ethics
- Occupational Health and Safety Policy
- Recruiting and Selection Policy
- Policy for the prevention of mistreatment and labor or sexual harassment
- Conflict Resolution Policy
- Free Association Policy
- Disciplinary Policy
- Diversity Inclusion Policy
- Community Relations Policy