

<b>SIG Food Plant</b>	<b>INTEGRATED MANAGEMENT SYSTEM</b>	Scope: Suppliers MMPP
	<b>SUPPLIER CODE OF CONDUCT</b>	REG-SIG-ASC01 Version: 05
	Issue Date: April 18, 2024	Page: 1 de 4

**Our mission can only be achieved with the cooperation of our Raw Material Suppliers (this is the Ingredient Manufacturers and their suppliers.)**

Producing the best Salmon to create quality food in a responsible and sustainable way is the mission of Salmones Antártica S.A (SASA). For this reason, we have developed this Code of Conduct for supplier companies. It allows us to collaborate with our suppliers on sustainability, compliance and integrity issues, and we will only do business with companies or individuals that meet the standards set forth in this document.

#### General requirements

- 2.2.1 (DD) We request constant cooperation from ingredient manufacturers in the delivery of all pertinent and timely information that SASA requires to comply with the requirements of certifiable and legal standards..
- (2.1.3: 1.1) Suppliers must comply with all applicable laws and regulations that govern their commercial activities: Permits for their operation, distribution, transportation, among other regulations. In the event of sanctions or non-compliance, you must inform SASA in writing, presenting the corrective actions and their follow-up if applicable. SASA will not accept any material or services from people if doing so violates the applicable sanctions.
- (2.1.3: 1.2.2) SASA has a zero tolerance approach towards corruption, extortion, embezzlement or bribery. Suppliers will not be involved in any type of bribery, kickback or facilitation payments. Suppliers are expected to adhere to SASA standards for gifts and entertainment involving employees and representatives.
- SASA promotes and supports fair competition. Our suppliers will compete fairly and comply with antitrust and competition laws. Suppliers will not enter into agreements or engage in practices that are illegal, such as price fixing, market allocation or abuse of a dominant position.
- Suppliers must allow themselves to be visited for reviews such as internal audits, verification of action plans for non-compliance with this code of conduct or general routine visits.

#### **(2.1.4) Labor requirements and human rights:**

- (2.1.4: 1.3) You must comply with all applicable labor laws and regulations in the country in which the productive activity is developed or located.
- (2.1.4: 1.4) Do not participate in (nor support) forced or compulsory labor, nor human trafficking, therefore, we request that you must respect your employees and your own suppliers.
- (2.1.4: 1.5) Protect children and young workers, we respect the rights of children and young people, which is why we only employ people who are of legal age according to the regulations of our country. We require that our suppliers comply with this requirement, in case that the country from which they come does not have any regulation on the minimum age for admission to employment, must be governed by the conventions of the International Labor Organization (ILO), being the ILO Convention on the Minimum Age for Admission to Employment, 1971 (No. 138), ILO Worst Forms of Child Labor Convention, 1999 (No. 182).



- (2.1.4: 1.6) Discriminate against employees. Ensure equal treatment for all workers, that is, respect for disciplinary practices, job assignment, salary and benefit, promotion and other employment opportunities, hiring process and conditions, retirement, dismissal, training and working conditions, regardless of age, caste, color, disability, ethnicity, gender, legal status, marital status, nationality, whether you have children, participation in unions, political opinion, whether they are pregnant, race, religion and sexual orientation.
- (2.1.3: 1.7) Offer a healthy and safe work environment. Through workplace health and safety risk assessments, emergency plans, personal protective equipment and applying constant training to all employees.
- (2.1.4: 1.8) Respect the right of association and the right to collective bargaining. Freedom to conduct collective bargaining with your employees.
- (2.1.4: 1.9) Hire employees transparently. Do not use prison, contract labor or bonded labor, or use corporal punishment or other forms of physical and mental restraint as a form of discipline.
- (2.1.4: 1.10) Pay employees the minimum wage established by law or above it.
- (2.1.4: 1.11) Avoid excessively long work hours. Maintain work schedules in accordance with the provisions of the labor code (in the case of Chile) and the labor legislation of the country to which the supplier corresponds.
- (2.1.4: 1.12) maintain disciplinary practices that respect the dignity and health of the employee. Through transparent disciplinary procedures and apply them in a progressive and objective manner, ensuring dignity and respect for the employee.
- (2.4.4: 1.13) Offer effective mechanisms for worker complaints.
- (2.1.4: 1.14) If necessary, you must offer safe, decent and hygienic accommodation for your workers.
- (2.1.4: 1.15) Contribute to maintaining or improving the social and economic well-being of local communities.
- **(2.1.4: 1.16)** Respect the rights, cultures and traditional territories of indigenous and tribal peoples. Through proactive participation.

**(2.1.4) Environmental requirements:**

- (2.1.4: 1.17) Comply with applicable environmental laws and regulations. Comply in the country where the activity is carried out.
- (2.1.4: 1.18) Use water responsibly. Implementing all preventive measures required for the efficient use of this resource, etc.
- (2.1.4: 1.19) Manage waste responsibly, including legal compliance regarding final disposal, reuse and recycling of waste.
- (2.1.4: 1.20) Manage effluents responsibly, through compliance with applicable regulations, treatment, monitoring and control of effluents.
- (2.1.4: 1.21) Use energy responsibly and monitor greenhouse gas emissions (GEI).

2.1.4 Requirements on ingredients

2.1.4 (3.4.2 y 3.4.3) Criterion 3.4: You must provide transparent information regarding the characteristics of the ingredients, for this we request the following:





- (2.1.4: 3.4.2) Inform us in writing through a declaration detailing the content of the presence of Genetically Modified Organisms. (OMG).
- (2.1.4: 3.4.3) Inform in writing by declaration the active ingredient and the quantities (in mg or g/kilogram of product) of added antibiotics or other medicinal additives in the ingredients.

Other requirements.

(2.1.6) We require our suppliers to indicate with an X the declaration of the following:

- It has its own Code of Conduct that includes each of the requirements of this document. You must send your Code of Conduct along with the delivery of this signed document.
- 2. It has a Code of Conduct, but it does not include all the requirements. You must send us a detail of all the requirements that you do not meet and an action plan of how you will implement the requirements. The deadlines must not be less than 2 months and the plan must be attached along with the delivery of this signed document.
- 3. It does not have a Code of Conduct or equivalent document, but it states that it will carry out the implementation through a documented action plan, the deadlines must not be less than 3 months and the plan must be attached along with the delivery of this signed document.

2.1.7 We demand that you inform us in writing of any relevant change that is related to all or some of the requirements of this Code of Conduct.

2.1.8 We require proactive communication of all requirements of this Code of Conduct and equivalent requirements to your own suppliers, maintaining evidence of this.

2.1.5 SASA will immediately suspend purchases, in the cases detailed (but not limited to).

- In the event that you have your own Code of Conduct and do not present action plans with the established deadlines-
- You have presented action plans to meet the requirements, but you have not met the agreed schedule and without justification.
- They have not declared that they comply with this Code of Conduct.
- Has not notified any sanction process on labor and environmental issues.
- They do not provide detailed and timely information related to the characteristics of the ingredients.
- It does not provide evidence of support such as certifications from the origin of its raw materials.





Approved by:

Carlos Beltrán D.  
Plant Manager  
Salmones Antártica S.A.

David Jara  
Assistant Manager Administration  
Salmones Antártica S.A.

**I acknowledge and declare**

**Signature**

**Company representative name:**

**Company name:**

**Date:**

