

<b>SALMONES AYSEN</b>	<b>CODE OF ETHIS FOR SUPPLIERS</b>		
	Code: POL-COMP-003	Aplicable to: Suppliers of goods and services	
	Creation date Sep.2021	Modification date:	Version 001

# CODE OF ETHICS FOR SUPPLIERS

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## 1. INTRODUCTION

Salmones Aysén S.A. (hereinafter "Salmones Aysén" or "the Company") has defined a Code of Ethics for Suppliers, which summarizes those fundamental ethical principles and minimum conduct in which must be framed the actions of suppliers, contractors, subcontractors and third parties (all of them hereinafter "Suppliers") that are related to the company. This Code of Ethics for Suppliers internally and externally promotes our values as an organization. Salmones Aysén is committed to the safety of people, the environment, the surroundings where it operates and its communities, therefore, it seeks to incorporate suppliers aligned with these commitments, to maintain long-term relationships.

## 2. SCOPE

This Code of Ethics for Suppliers applies to suppliers of goods and services, consultants, contractors, subcontractors and anyone who provides services to our Company.

When contracting goods or services, the company will verify that the supplier has a good reputation and acts responsibly, in line with the principles established in this "Code of Ethics for Suppliers" and the "Salmones Aysén Code of Ethics and Conduct."

## 3. FUNDAMENTAL PRINCIPLES

### 3.1. Compliance with current laws and regulations

Suppliers must strictly comply with all applicable legal and administrative regulations depending on the country, state, region or province where they carry out their operations, and especially those related to the commission of crimes. Additionally, they must comply with the Foreign Corrupt Practices Act of 1977 (FCPA) of the United States of America.

### 3.2. Non-discrimination and respect for people

Salmones Aysén respects and values all the people with whom it interacts as persons subject to dignity, and rejects any discrimination based on sex, age, religion, ethnicity, nationality, social status, disability, marital status, sexual orientation, politics or any other personal condition.

### 3.3. Labor relations

All labor and commercial relations must be based on a treatment compatible with the dignity of people, in accordance with current labor laws and regulations, under an employment contract, a work schedule, dignified and fair treatment and in full compliance with all fundamental rights of the workers.

### 3.4. Ethics and Business Integrity

Suppliers must develop their activities and business relationships based on values of ethics and integrity, transparency, and fair practices.

Suppliers will not practice or tolerate any form of corruption, extortion or embezzlement. They will not offer or accept bribes or other illegal incentives, nor will they carry out collusive or

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predatory actions or activities or abuse their position in the market, which may go against current legal mandates.

### 3.5. Compliance with Law No. 20,393 of "Criminal Liability of Legal Entities"

Suppliers undertake to comply with the guidelines established in Law 20,393 on Criminal Liability of Legal Entities and its subsequent amendments, in the crimes of: Money Laundering, Financing of Terrorism, Bribery of a public official, national or foreign, Receiving of stolen goods, Incompatible Negotiation, Corruption among individuals, Misappropriation, Unfair Administration, Water Pollution, Commercialization of closed hydro biological resources, Illegal Extraction of benthic resources, Processing of illegally overexploited hydro biological resources, Non-observance of Isolation or other preventive measure ordered by the health authority, in the event of an epidemic or pandemic and any other crime that may be included in the respective amendments to the aforementioned Law. Likewise, to strictly comply with the Crime Prevention Model developed by Salmones Aysén.

### 3.6. Free Competition

Suppliers must promote and respect free competition, not only to strictly comply with Decree Law 211, and other current legislation, but also as a sound business practice applicable to the entire company. In this way, Suppliers must have complied and commit to comply with all current legal provisions related to free competition throughout the commercial relationship they maintain with Salmones Aysén.

### 3.7. Conflicts of interest

Suppliers must immediately inform Salmones Aysén through email address [compliance@salmonesaysen.cl](mailto:compliance@salmonesaysen.cl), of any current or potential conflict of interest that they may have with Salmones Aysén workers, whether for reasons of friendship, kinship or any other.

All suppliers must sign a "Conflict of Interest Declaration Form", where in addition to the conflict of interest mentioned in the previous paragraph, any relationship of up to third degree consanguinity and/or affinity with public officials and/or politically exposed persons (PEP) must be declared. Said Form must be completed and signed by the supplier's legal representative and sent to [compliance@salmonessaysen.cl](mailto:compliance@salmonessaysen.cl) for analysis and treatment.

### 3.8. Gifts and Invitations

Suppliers may only give gifts or other courtesies to Salmones Aysén collaborators, for an amount less than three (3) Chilean Unidades de Fomento, for example, caps, key rings, etc. as long as these are categorized as merchandising activity.

Invitations to events for the presentation of new products, equipment or technology may also be accepted, provided that it does not imply, under any circumstances, a commitment or influence; or that, in its character, nature or frequency, could affect the independence, impartiality or judgment of both parties.

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### 3.9. Health Care, Safety, Environment and Communities

Suppliers must provide a safe and healthy work environment and must work effectively and responsibly with the environment and surrounding communities. Suppliers will integrate quality into their processes, related to:

- Compliance with the agreed quality requirements to provide goods and services that meet the needs of Salmones Aysén in a consistent manner, that work and are safe for operations.
- Compliance with applicable regulations on quality, occupational health, safety and the environment, obtaining the necessary permits, licenses, registrations and restrictions.
- They will protect their employees from any risk, insisting on compliance with workplace safety standards, whether these are the supplier's own or those indicated by Salmones Aysén in its offices, plants and farms.
- Compliance with the proper disposal of waste, to avoid and mitigate pollution and emissions to the environment.
- Control and monitor its manufacturing, storage and transportation processes to minimize the impact on surrounding communities.
- Supplier must strictly comply with the relevant environmental and sector legislation and permits. The foregoing includes the applicable environmental permits, quality standards, emission standards, among others.

### 3.10. Confidential Information Protection

Suppliers will protect and make appropriate use of the information of Salmones Aysén, to which they have access and for all purposes it will be considered as "Confidential Information", and will ensure to protect the privacy of all employees, as well as third-party's intellectual property rights. If a supplier believes that it has been given confidential information in error, it must immediately notify us, refrain from disseminating it and delete it.

### 3.11. Business Integrity, Information and Transparency

Suppliers must have a background that allows them to guarantee their seriousness and reliability, to carry out practices that enable them to assure the quality of their services and products, to ensure fulfillment of delivery dates and conditions agreed upon with the company. It is of utmost importance for Salmones Aysén that the suppliers maintain a fluid communication with the organization in everything that affects or may impact their commercial relationship.

### 3.12. Risk Management

Suppliers must identify and manage the risks inherent to their activity in order to ensure the safety of their collaborators and teams, with a view to the continuity of commercial relations with Salmones Aysén.

### 3.13. Notification about possible violations or improper conduct of the Code of Ethics for Suppliers.


The supplier who considers that the Suppliers or Employees of Salmones Aysén or whoever acts on behalf of the company, has acted illegally or improperly, shall report it immediately through the Whistleblower Channels that is available on the Web page. The information sent will be

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confidential and will be reviewed and investigated, communicating the way in which the case was resolved to the supplier who made the complaint, as authorized by current legislation. Salmones Aysén will guarantee that the relationship with the supplier will not be affected in any way by a genuine and verifiable complaint of illegal or improper conduct..

### 3.14. Compliance with the Code of Ethics for Suppliers

Salmones Aysén reserves the right to verify that the supplier complies with the Code of Ethics for Suppliers. Should any action or condition that is not aligned with the present Code be identified, Salmones Aysén will have the right to require the supplier to adopt the necessary corrective measures in order to ensure its strict compliance, without prejudice to the right to terminate the respective contract in advance, without the right to any compensation for the supplier.

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**DECLARATION OF RECEIPT, KNOWLEDGE AND ACCEPTANCE OF THE CODE OF ETHICS FOR SUPPLIERS OF SALMONES AYSÉN**

(To be signed by the Supplier's Legal Representative)

I hereby declare to have received with my full conformity the Code of Ethics for Suppliers, which I have read and accepted in its entirety.

Additionally, I declare that I have sufficient powers to enter into his agreement, and to agree on its content.

**Name and Last Name:**

**Company Name:**

**Signature:** \_\_\_\_\_

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<b>Prepared by:</b> Salmones Aysén S.A.	<b>Approved by:</b> Felipe Jankelevich Fröhlich CEO Salmones Aysén S.A.
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