



# HUMAN RIGHTS POLICY

March 2021



**goldenomega**  
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## 1. INTRODUCTION

Golden Omega carries out its activities in a business environment where it seeks to encourage active cooperation with all interest groups, in order to interact responsibly with the social and human development of the country.

This is how the Company is concerned that its activities respect the human rights of its collaborators, and of all those who make up its stakeholders.

This Human Rights Policy was developed taking into consideration current national legislation and international instruments on this matter and brings together the principles that have guided the Company's actions in this matter throughout its business history, where strict adherence has prevailed to ethical principles, personal integrity and full respect for the established standards.

These principles guide the conduct of each person in the Company, so that the activities carried out do so in accordance with high standards of corporate social responsibility, transparency and respect among people.

## 2. PRINCIPLES

- Support and respect the protection of Human Rights proclaimed at the international level.
- Respect the right of workers to form and join a union freely and without fear of reprisals, in accordance with national legislation.
- Reject child labor in all its forms.
- Respect the dignity of people, rejecting discriminatory attitudes based on considerations of race, religion, gender, age, sexual orientation, nationality, marital status, disability, etc.
- Reject all forms of forced and compulsory labor.
- Generate conditions for sustainable development, promoting safe work environments based on respect, honesty and teamwork, and seeking to continuously and progressively reduce the risks of operations.
- Comply with existing legal requirements, and apply responsible standards in those cases where there are no applicable laws or Company regulations, in order to prevent all kinds of improper conduct.

## 3. COMPLIANCE REGULATIONS

The Human Rights Policy formalized here is mandatory for the entire organization, that is, directors, senior executives, workers, advisers and external collaborators.

Therefore, it is everyone's duty to inform the Company, through the Whistleblower Channel, of any conduct that is considered a violation of the principles of this Policy. The

Complaints Channel is available on the Company's website <http://www.goldenomega.cl>, entering the option "Hotline".

The Whistleblower Channel is managed by the Company's Crime Prevention Officer. This position is carried out by a person designated by the Board of Directors, who is responsible for maintaining the confidentiality of the complaints received at all times, including the protection of the identity of whoever has responsibly made them. Additionally, the Board of Directors has appointed an Ethics Committee to advise the Crime Prevention Officer in the analysis of the complaints received.

The Company ensures the confidentiality and anonymity of the complainant at all times.

Responsible reporting should be understood as a contribution to maintaining a high ethical standard in the Company, and under no point of view will it be exposed to retaliation or negative consequences for those who deem it necessary to do so.

## 4. APPROVAL AND MODIFICATIONS

This document was approved by the Company's Board of Directors at a meeting held on March 2, 2021. In the event of modifications, then the date on which the Company's Board of Directors meeting was held must be entered in this section in which the modification in question was approved.

## 5. VALIDITY

This Policy is effective as of the indicated approval date and will have an indefinite duration as long as the Company's Board of Directors does not adopt another resolution in this regard.

## 6. DISCLOSURE MECHANISMS

The full and updated text of this document will be made available and kept available to interested parties on the Company's website ([www.goldenomega.cl](http://www.goldenomega.cl)).



[WWW.GOLDENOMEGA.CL](http://WWW.GOLDENOMEGA.CL)

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