



Sustainability Report 2022



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CHAPTER 1

About our sustainability report



In this Report we invite you to learn about our progress on environmental, social and governance issues during 2022 and our commitment to the near future.

This report has been prepared pursuant to the standards of the [Global Reporting Initiative](#) (GRI)¹ in its 2021 version, including the productive activities of the Company in Arica, Chile, and its consolidated corporate information. In addition, sector indicators from the Standard [SASB](#)² have been included that, according to the Sustainable Industry Classification System® (SICS®) have a closer relationship with the Company's activities³.

This report is published annually and, although it has not been externally audited, it has been reviewed and approved by the Company's Board of Directors.

If you have any questions about this report, we invite you to write to sustainability@goldenomega.cl

Suggested reading

The following icons represent our stakeholders:



Clients



Certification
bodies



Employees



Regulatory
authorities



Suppliers



Trade
associations



Contractors



Organizations with
activities in the
surrounding area



Shareholders



Arica
community

1. Established in 1997, GRI is an international organization that helps companies and other organizations take responsibility for their impacts by providing them a common global language of communication. Today, more than 10 000 companies worldwide use GRI for their sustainability reports. The GRI secretariat is based in Amsterdam, the Netherlands, with a network of seven regional centers that ensure strategic support for organizations and stakeholders worldwide.

2. The SASB standards are designed to help companies disclose financially-material sustainability information to investors. SASB Standards identify the subset of environmental, social, and governance issues most relevant to financial performance in each of 77 industries. As of August 1st, 2022, the Value Reporting Foundation, home of the SASB standards, was consolidated into the IFRS Foundation, which established the first International Sustainability Standards Board (ISSB). SASB standards are now under the oversight of ISSB.

3. See Annex 4.6.



1.1 **Letter from the Managing Director**

Jorge Brahm
Managing Director



I am convinced that putting sustainability at the heart of our activities will contribute to building the culture that our Company and the world need.

I am pleased to share with you our second Sustainability Report, through which we reassert our commitment to our 2025 strategy and goals. I am convinced that putting sustainability at the heart of our activities will contribute to building the culture that our Company and the world need to move forward with a sense of urgency in overcoming the important challenges humankind faces today. For us, being sustainable is more than a mission statement.

Climate change undoubtedly represents a daunting crisis, where the increase in global temperature requires concrete actions to reduce energy consumption and emissions. As such, the new energy solution of our boilers and the use of 100% renewable and zero-emission electricity in our operation will allow us to contribute to both objectives.

Furthermore, the shortage of water is affecting different areas of the planet, including the north of Chile, where our production plant is located. For this reason, we started the construction of a seawater desalination plant, which will ensure the continuity of our operation and reduce the consumption of potable water.

2022 was a year marked by a difficult global economic context. In our industry, the rapid increase in inflation and the rise in the price of crude fish oil had a strong impact on our costs. However, the Omega-3 market has enjoyed sustained growth, which allows us to look to the future with optimism.

In the realm of commerce, I would like to highlight the significant stride forward taken by our subsidiary in the USA by entering an alliance for

the exclusive distribution in the North American market of Polaris® microalgae-based products. This adds to the exclusive distribution agreement in the same region recently signed with Zooca® to sell Calanus-based products. Both agreements will allow us to provide our clients with a wider range of Omega-3 concentrates.

2022 was also a year marked by the return to normality after two years of pandemic. We resumed our normal working practices in our operation and local community outreach activities, we visited distributors, clients and participated in major global ingredient trade fairs. I can say with certainty that as an organization we overcame these difficult years and emerged stronger.

I would like to take this opportunity to pay special tribute to Thomas Härting Glade, a member of our Board of Directors for more than 11 years. We deeply regret the early departure of a man who contributed with his knowledge and expertise to the Company since its inception. The passion he had for his work will undoubtedly continue to inspire innovation at Golden Omega.

Finally, I would like to acknowledge our team, who with their daily commitment have made the progress shown in this report possible. I invite you to read it.

Jorge Brahm
Managing Director





CHAPTER 2

We are Golden Omega

Our Company at a glance



2.1 Purpose and values

In Golden Omega we work tirelessly to contribute to people's health, leading the global Omega-3 market with innovative solutions and quality.

Innovation, trust and teamwork are the values that guide our actions.



2.2 Value creation model



4. Omega-3 concentrates and by-products



D

Golden Omega USA & Distributors



Annual income over
US\$65 Million

- We operate through our sales office in the USA and have distributors in all major markets.
- Golden Omega USA is the exclusive distributor in North America for algae oils produced by Polaris® in France and Calanus oils produced by Zooca® in Norway.

Polaris

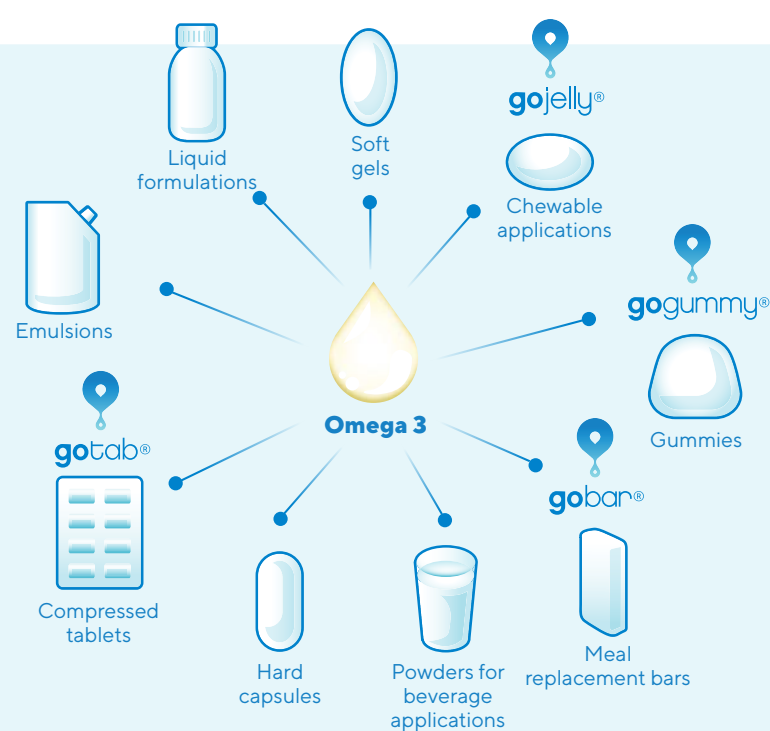
zooca®
The Calanus® Company



Manufacturers

- We advise manufacturers to achieve the best results in their processes.
- We work in partnership with the best manufacturers to offer a variety of innovative delivery solutions.

+125 manufacturers worldwide



Nutraceutical Brands⁵

+270 brands in **39 countries**

goldenomega®

- **66 brands** use our logo on their packaging as a symbol of purity and quality.



- **13 brands** use the ORIVO certification of origin.

5. Brands that sell products with high Omega-3 content to an end consumer.



2.3 Innovation

APPLIED TECHNOLOGY

Our value proposition is based on the development and implementation of technological innovations in the world of Omega-3 fatty acids that allow us to be one step ahead in terms of quality and purity in all our concentrates.

This strategic vision is implemented thanks to a team of scientists and engineers dedicated exclusively to research and development, state-of-the-art laboratories, and a Pilot Plant. The production technologies represent a new generation of Omega-3 purification and concentration processes, materialized in eight international patents and the development of high-value industrial know-how.

PILOT PLANT

Each stage of the production process has its counterpart on a pilot scale. This allows a continuous improvement of processes, personnel training and an efficient supply of new products and solutions for our clients, in addition to the continuous development of technologies to offer better products and new solutions for the Omega-3 market.



2.4 Our product: Quality and purity you can see

People are increasingly aware of wellness and physical health. They are looking for more conscious choices, active lifestyles and better nutrition. Companies are looking to expand their offer with new products that contribute to better health, paying attention to the needs of younger generations and adults who are embracing these trends. In Golden Omega we care about delivering high quality ingredients to our clients to make products that are good for people's health.

OMEGA-3 CONCENTRATES

At Golden Omega we offer a wide variety of superior quality Omega-3 concentrates, with EPA+DHA combinations from 500mg/g to 750 mg/g, in the form of Ethyl Esters (EE) and Triglycerides (TG), the latter being standard TG (TG>80%) or premium TG (TG>90%). The usual format for these Omega-3 concentrates is 190 kg drums. Our technology allows us to take the purity and quality of Omega-3 concentrates to the next level, offering a nearly transparent product.

[SEE MORE](#)

DELIVERY SOLUTIONS

Thanks to the purity and quality of our Omega-3 concentrates, they can be used in a variety of applications, beyond the traditional soft capsules and liquid formulations. We have partnered with the best manufacturers in the world to offer innovative forms of consumption, such as: Omega-3 in compressible powders for tablets, micro-encapsulated powders for use in nutritional bars, gummies, chewable tablets, two-piece capsules and instant beverages, among others.

[SEE MORE](#)

6. Omega-3s are essential polyunsaturated fatty acids. The human body cannot synthesize Omega-3s from other substances, so it must obtain these important nutrients from food and food supplements. EPA (eicosapentaenoic acid) and DHA (docosahexaenoic acid) are the most important long-chain Omega-3 fatty acids. EPA and DHA are found naturally in marine sources, including fatty fish.

2.5 Quality assurance system

Safety and purity distinguish us and is the basis of every Omega-3 concentrate produced by Golden Omega.

Guaranteeing the quality and safety of our products is crucial for our clients and end consumer, since contamination by pathogens, chemicals or any adulteration - whether due to suppliers' malpractices, transportation, storage, manufacturing or handling - can put human health at risk.

To meet our commitment, our policies, practices and procedures adhere the principles set forth in the following standards:

- ◆ **Quality Assurance Program of [SERNAPESCA](#)**, based on the Chilean regulation on Food Safety and the Certification Manual Res. Ex No5125/2016;
- ◆ **HACCP System**, in accordance with seafood HACCP regulations 21 CFR 123 and the Fish and Fishery Products Hazards and Controls Guidance of the [U.S. Food and Drug Administration](#) (FDA);

- ◆ At Golden Omega, all manufacturing follows the **GMP principles outlined in the WHO/FAO [Codex Alimentarius](#)** and the FDA's Dietary Supplement and Good Manufacturing Practices for Human Food regulations, 21 CFR 111 and 21 CFR117, respectively, which have been satisfactorily inspected by the FDA in February 2019.

CERTIFICATIONS

To ensure the consistent quality of our products and processes, we have external verification. In 2020, our production facilities located in Arica, Chile, became part of the **Good Manufacturing Practices** (GMP) registry for dietary supplements of NSF International. The GMP registry of NSF International certifies that the production facilities have the appropriate methods, equipment, facilities and controls to produce food supplement products.

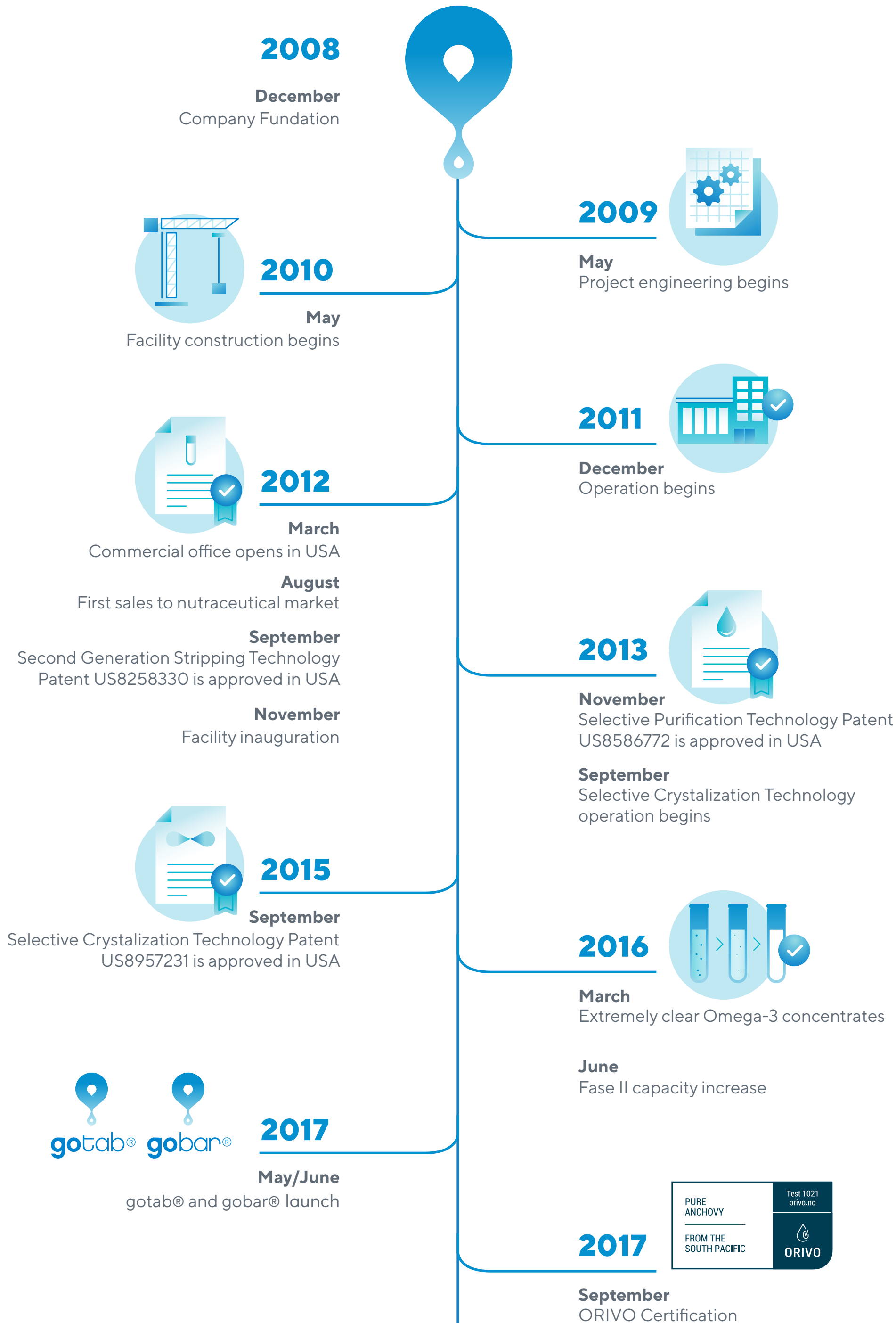
GMPs were developed in accordance with FDA regulation 21 CFR 111 on the manufacture, packaging and distribution of food supplements. GMP guidelines help companies develop and maintain adequate control of the manufacturing process so that products are produced and labeled consistently and meet quality standards.





2.6

Historical overview





  **2018**
Feb/Nov
gogummy® and gojelly® launch

 **2018**
September
Golden Omega launches the
“Wave Zero Plastic” campaign

 **2020**
March
NSF certification for FSMA and cGMP for
Dietary Supplements (21CFR111) and for
human food (21CFR117).

 **2022**
March
Exclusive distribution in North America of high-
quality algae oils produced by Polaris®

 **2023**
January
Exclusive distribution in North America of Calanus
oils produced by Zooca®

2018 
August
Golden Omega signs agreement for the
supply of renewable energy

2019  **U.S. FOOD & DRUG
ADMINISTRATION**
February
Successful cGMP inspection
from the US FDA.
March
Golden Omega Norway

2021  **Green-e**
January
Green-e® certification for 100% non-conventional
renewable energy supply
May
Implementation of new energy solution in
boilers to optimize fuel consumption and
reduce emissions

June
Phase II capacity increase

2022 
April
First Sustainability Report

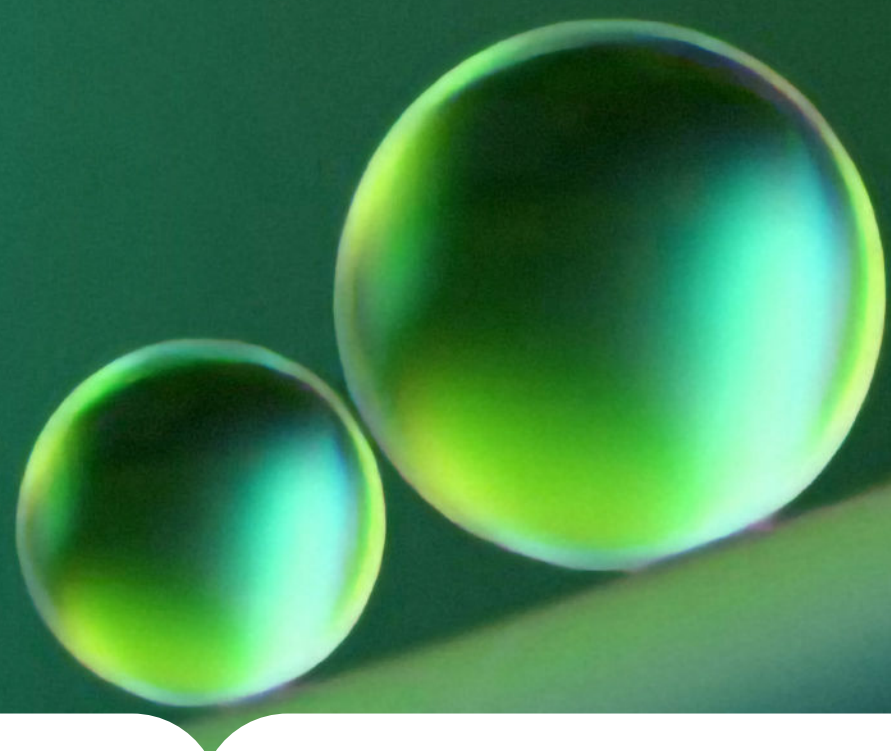


Caring for our
environment is caring
for the species that
inhabit it





2.7 2022 Milestones



◆ GOLDEN OMEGA + POLARIS® PARTNERSHIP

In February, we crystallized an alliance with the French company Polaris, whereby it will be able to use our extensive network in the North American market to develop and market their microalgae-based products. Hence, Golden Omega will expand its product portfolio with very high-quality vegan Omega-3 options for its clients. Polaris® has developed an interesting portfolio of algae oils high in EPA and DHA, produced with patented technologies, which allow them to offer a highly oxidation resistant product with an excellent sensory profile.

◆ FIRST SUSTAINABILITY REPORT

It details the roadmap that will guide the Company's strategy, actions and communications with stakeholders for the coming years. This milestone reasserts our commitment to sustainability and stakeholders. We are convinced that sustainability must be at the heart of any company to fulfill its long-term goals.

◆ CONSTRUCTION OF A SEAWATER DESALINATION PLANT

This project represents a new step for Golden Omega in its effort to reduce potable water consumption in its operation. It is estimated that the initiative would allow the Company to anticipate the 75% reduction target for the plant's potable water consumption, which was originally planned for 2025.

Our milestones are the result of the effort and vision of our team to **make a difference**

◆ PRODUCTION PLANT OPTIMIZATION

Several projects to optimize the production process were completed in 2022. Likewise, a new triglyceride reactor was started up, which will increase the production volume of concentrates in this format, and a new raw material storage tank was installed, which will improve the logistical operation of crude fish oil and thus reduce our carbon footprint.

◆ COLLABORATION WITH PUBLIC INSTITUTIONS WHICH PROMOTE LOCAL COMMUNITY DEVELOPMENT

During the year, Golden Omega increased its involvement in the community through the incorporation of our Company to the Regional Committee for Science, Technology and Innovation (CRCTI, for its acronym in Spanish) and to the Territorial Development Corporation of the Arica y Parinacota Region, in addition to signing a collaboration agreement with Universidad de Tarapacá.

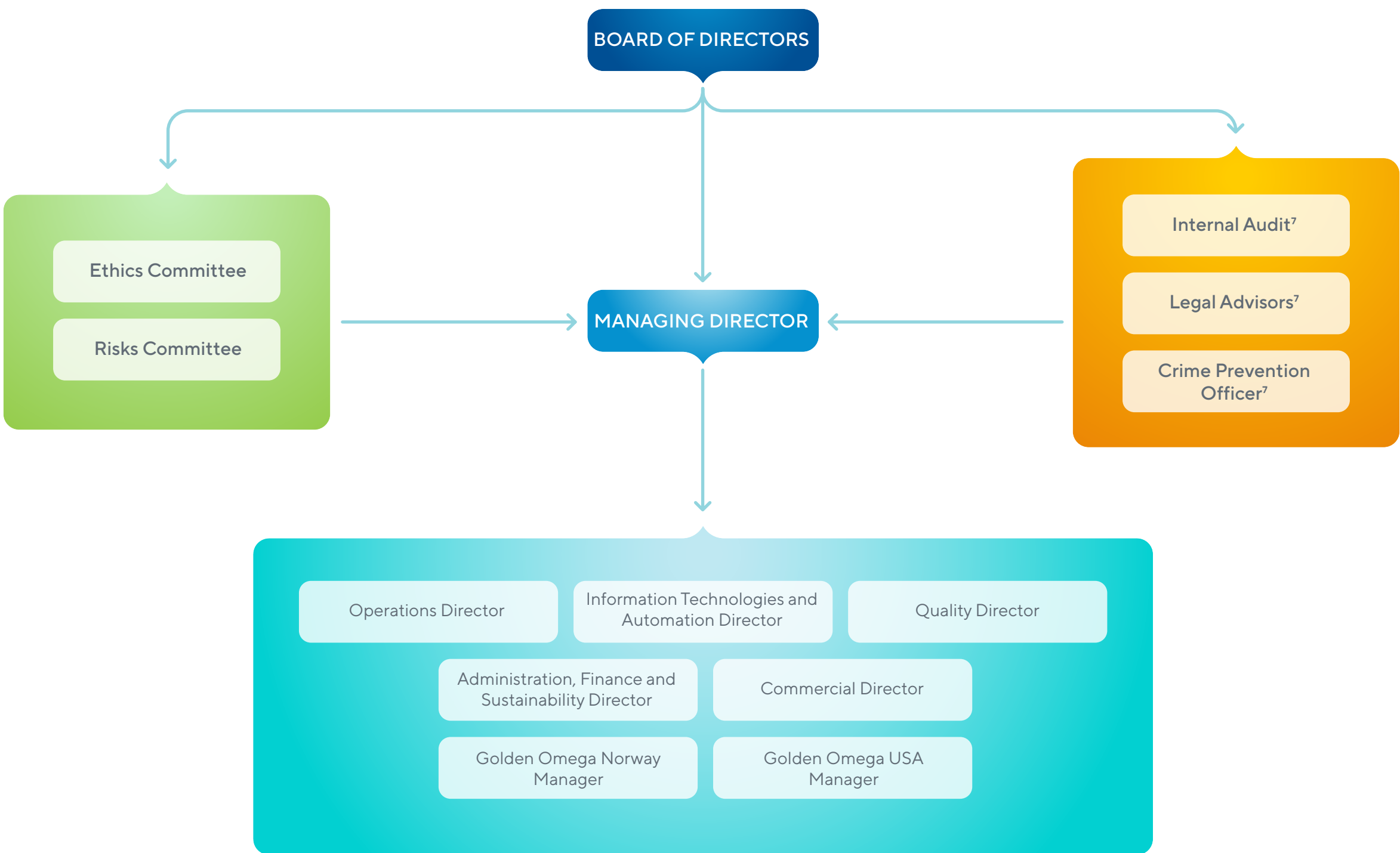


2.8 Shareholders

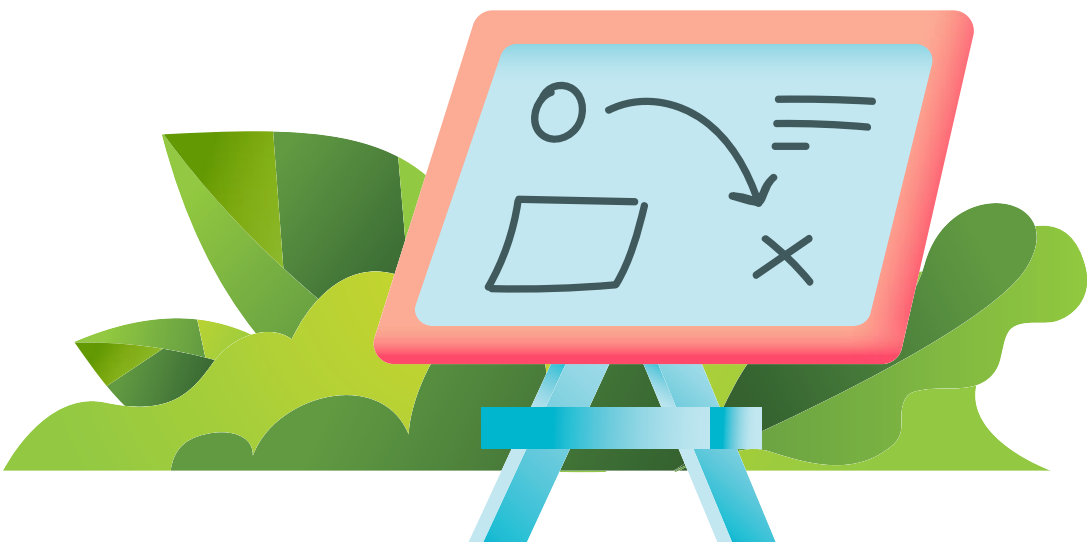
Golden Omega is a closely held corporation, made up of the shareholders [Orizon S.A.](#) (46,79%), [Corpesca S.A.](#) (46,79%) and Logística Ados S.A. (6,42%). Orizon and Corpesca are fishing companies owned by [Empresas Copec S.A.](#), one of the largest publicly traded companies in Chile in terms of market capitalization, with global operations in natural resources and energy. Logística Ados S.A. relates to the Härting Group, which has extensive experience in specialty chemicals, with operations in Chile and worldwide.

Empresas Copec S.A., one of the largest publicly traded companies in Chile in terms of market capitalization.

2.9 Organizational structure



⁷ Third-party services.





2.10 Board of Directors

Pursuant to the Bylaws, our Board of Directors is elected by vote at the Ordinary General Shareholders' Meeting every three years⁸. At the end of fiscal year 2022, it is composed of six directors, none of whom holds an executive position in the Company. The board meets every month.

Training sessions for the Board of Directors in 2022 on the following topics:

- ◆ Objectives of NCG-461 rule of the Chilean Financial Market Commission and the role of the Board of Directors in its implementation.
- ◆ The Company on social media: imperatives and opportunities.
- ◆ Talent management, today.

12 sessions in 2022

100% virtual

88% average attendance



Name	Position	Profession	Age	Nationality	Date of entry to the Board	Committee on which he sits
Joaquín Cruz Sanfiel	Chairman	Civil Industrial Engineer	56 years	Chilean	04/26/2016	Risks
Eduardo Navarro Beltrán	Vice-chairman	Business Engineer	57 years	Chilean	12/26/2008	Ethics
Rigoberto Rojo Rojas	Director	Civil Industrial Engineer	50 years	Chilean	06/30/2015	--
Felipe Zaldívar Prado	Director	Business Engineer	64 years	Chilean	09/03/2013	--
Steven Härting Eckman	Director	Civil Industrial Engineer	48 years	Chilean	04/14/2014	Risks
Francisco Lozano Comparini	Director	Civil Industrial Engineer	59 years	Chilean	04/20/2018	--

8. The current Board of Directors was elected at the Ordinary General Shareholders' Meeting held on April 26th, 2021. It is composed entirely of men, none of whom is disabled. Four of them have experience in the fishing industry, one in the chemical industry and one in innovation, both at management and Board of Directors' level. On June 5th, 2022, Mr. Thomas Härting Glade, member of the Board of Directors, passed away. At the next Annual General Shareholders' Meeting, the Company will renew the entire Board of Directors.

At the Ordinary General Shareholders' Meeting held on April 25th, 2022, it was decided that no remuneration would be paid to the Company Directors.



2.11 Management

The Board of Directors entrusts the management⁹ of the Company, which is composed of the Managing Director and 14 executives in Chile and subsidiaries who report to him, to implement the corporate strategy and deal with environmental, social and governance issues. The Managing Director reports to the Board of Directors on these matters every month.

The preparation of this sustainability report and the continuous monitoring of compliance with the strategy, commitments and initiatives herein are the responsibility of the Administration, Finance and Sustainability Director and the Deputy Manager of Environment and Sustainability.

9. The compensation, indemnities and incentives to managers and main executives of the administration are determined by the Chairman of the Board and the Managing Director.

2.12 Committees

Committee	Purpose	Members
Ethics	Advise the Board of Directors on ethics and organizational behavior.	<ul style="list-style-type: none">• Vice-chairman• Managing Director• Legal Advisor
Risks	Establish risk management guidelines considering a methodology to identify, assess, weigh their impact, mitigate and monitor the risks, with a view to improving the decision-making process.	<ul style="list-style-type: none">• Chairman• Director• Managing Director
Sustainability	Establish guidelines for the implementation, monitoring and continuous improvement of the sustainability strategy and initiatives.	<ul style="list-style-type: none">• Managing Director• Area Managers• Deputy Manager of Environment and Sustainability
Crisis	Face major contingencies as a team.	<ul style="list-style-type: none">• Managing Director• Area Managers• Deputy Managers
Information security	Drive policies and procedures on information security and supervise their enforcement.	<ul style="list-style-type: none">• Managing Director• Area Managers



2.13 Industry collaboration

The participation of the Company in business and industry guilds allows it to contribute to the definition of common objectives to achieve the sustainability of the industry, always following the principles of ethics and free competition.



Global Organization for EPA and DHA Omega-3s (GOED)

- ◆ President of the Board of Directors
- ◆ Alternate Director
- ◆ Chairman of the Technical Committee

GOED brings together more than 150 entities of the global Omega-3 industry and seeks to promote the consumption of Omega-3 by informing the scientific and medical community, educate the consumer and define the highest ethical and quality standards for the industry's products, always keeping sustainability as a central pillar of the industry.



The Marine Ingredients Organization (IFFO)

- ◆ Member

IFFO is an international trade organization representing the marine ingredients industry, such as fishmeal and fish oil, among others. IFFO members operate in about 50 countries, representing more than 55% of the world's fishmeal and fish oil production. IFFO is an accredited observer to the Food and Agriculture Organization of the United Nations (FAO) and the International Maritime Organization (IMO).



Sociedad de Fomento Fabril

- ◆ Partner

SOFIFA is the most important, representative and diverse business institution in Chile, bringing together 22 business associations from all regions of the country, more than 160 member companies and 47 trade associations, representing the main sectors of the Chilean economy and more than 4 000 companies of different sizes and sectors.



Asociación Gremial de Industriales de Arica

- ◆ Partner

The Asociación Gremial de Industriales de Arica (Industrialists Association of Arica) brings together the industrial companies of the Arica y Parinacota region in Chile to support and promote sustainable industrial development in the region.



The participation of the Company in business and industry guilds allows it to **contribute to the definition of common objectives**



Sustainability is a guide that
leads us into the future



CHAPTER 3

Our sustainable management

Committed to the future



At Golden Omega we create, discover and invent; always committed to advancing together in all matters related to greater sustainable development today and in the future.

It is this vision that drives us to continue to develop our sustainability strategy, including the advances and lessons learned throughout our history. We aspire to a future in which our technological development and innovation help us to improve people's quality of life and create shared value with our community, while caring for our environment.

3.1 Principles of sustainability

- ◆ Caring for **the environment** through efficient and safe operation of our facilities, carrying out the necessary actions to prevent the environmental impacts of our activity and promoting respect for the environment in our stakeholders.
- ◆ Use in our production processes fish oil obtained from **suppliers certified** as sustainable in their capture and production activities.
- ◆ Ensure **the safety and occupational health** of both our workers and our contractors.
- ◆ Generate the conditions **for the development of our workers and contractors**, promoting work environments based on respect, honesty, professional quality, training and teamwork.
- ◆ Build permanent **and mutually collaborative relationships with the Arica community**, promoting dialogue and supporting its development.
- ◆ Maintain **transparent and frequent communication** with different interest groups.
- ◆ Comply with **ethical principles and conduct, personal integrity and strict adherence to current regulations**.
- ◆ Establish a **continuous improvement process** to ensure compliance with these commitments.
- ◆ **Disseminate**, train and involve our stakeholders in fulfilling these commitments.

[REVIEW OUR SUSTAINABILITY POLICY HERE](#)





3.2 Adherence to UN Global Compact

Golden Omega recently joined the Global Compact initiative launched by the United Nations to promote corporate sustainability through a commitment to implement specific principles, plans and programs concerning human rights, labor relations, the environment and anti-corruption practices.

These four pillars contain ten fundamental principles on sustainability that guide corporate practices to contribute to meeting the Sustainable Development Goals (SDGs) established by the United Nations.

We want to contribute to the fulfillment of the Sustainable Development Goals established by the United Nations

Human Rights

- ◆ **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- ◆ **Principle 2:** Make sure that they are not complicit in human rights abuses.

Environment

- ◆ **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- ◆ **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- ◆ **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Labor

- ◆ **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- ◆ **Principle 4:** the elimination of all forms of forced and compulsory labor;
- ◆ **Principle 5:** the effective abolition of child labor; and
- ◆ **Principle 6:** the elimination of discrimination in respect of employment and occupation.

Anti-corruption

- ◆ **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.





As part of UN Global Compact, Golden Omega contributes to achieving the goals established by the 2030 Agenda of the United Nations Sustainable Development Goals (SDGs) in six specific objectives.

In 2024 we will publish our first Communication on Progress (COP), which will provide an account of the progress made in the implementation of the 10 principles of the Global Compact and the United Nations development goals.





3.3

Commitment to our stakeholders


The Sustainability Committee identified priority stakeholders for our sustainability strategy based on the business know-how and relations developed for more than 10 years of operation:





Name	Definition	Why is it relevant?	What impact does the Company's operation have on this group?	How does the Company interact with this group?	Related material topics	Responsible for interacting with this group
Clients 	Companies that purchase the Company's products, being distributors of Omega-3 concentrates or manufacturers of products with high Omega-3 content and their clients who sell a branded nutraceutical product to an individual consumer.	Knowing clients' perception and satisfaction is essential to grow the business.	Benefit from the products produced by the Company.	<ul style="list-style-type: none"> Commercial relationship between the sales team in Chile, Europe and the USA or through the distributors' network.. During 2022, this group was considered in the SSINDEX stakeholders' perception survey. 	<ul style="list-style-type: none"> Compliance management Food safety 	Commercial Management
Employees 	Persons who maintain a work relationship with the Company pursuant to the current legislation.	Adequate human capital management attracts, develops and retains the necessary talent to achieve the organization's objectives.	Human capital management includes identifying workers' skills and strengths, implementing training and development programs, creating a positive work environment, and offering attractive compensation and benefits. It also involves meeting workers' needs and expectations, which, in turn, fosters loyalty and commitment to the organization.	<ul style="list-style-type: none"> Communication through area managers and chiefs with support from the Chief of Personnel and the Administration, Finance and Sustainability Management. The Company has an expert engineer who interfaces with employees on health and safety issues. In addition, there is a Joint Committee. The Company provides the services of a social worker and has a mental health care agreement with specialists. During 2022, this group was considered in the SSINDEX stakeholders' perception survey. 	<ul style="list-style-type: none"> Waste management Occupational health and safety Welfare of employees Diversity and inclusion Compliance management Food safety Innovation management 	<p>All management and deputy management</p> <p>Administration, Finance and Sustainability Management.</p> <p>Production and Occupational Health and Safety (OHS) deputy management</p>
Suppliers 	Companies or individuals that provide a specific input product for the Company's production process or a service outside the production plant.	The contractual compliance of suppliers ensures the supply of goods and the quality of the Company's products.	An adequate suppliers' management involves a transparent selection process, effective communication, and timely receipt and payment of purchased goods and services.	<ul style="list-style-type: none"> As for material suppliers, the communication is through the Supply Management. As for service providers, the communication is through the requesting area. During 2022, this group was considered in the SSINDEX stakeholders' perception survey. 	<ul style="list-style-type: none"> Management of energy and emissions. Suppliers management. 	<p>Goods: Supply Chain Management</p> <p>Services: all management and deputy management</p>
Contractors 	Companies or persons providing a service within the premises of the production plant.	Contractual compliance of contractors is essential to ensure the continuity of the operation and prevent operational risks or risks related to workers' health and safety.	Contractor management involves a transparent selection process, effective communication, health and safety training and timely payment for services.	<ul style="list-style-type: none"> Communications through the requesting area. During 2022, this group was considered in the SSINDEX stakeholders' perception survey. 	<ul style="list-style-type: none"> Waste management Occupational health and safety Contractors' management 	All plant management and deputy management
Shareholders 	Natural or legal person who owns one or more shares issued by the Company.	Providing truthful, timely and relevant information helps to generate confidence and capital stability.	The Company's operating results have a direct impact on the value created for its shareholders.	<ul style="list-style-type: none"> Communications through the Board of Directors. The Company issues semi-annual financial statements and an annual sustainability report. 	<ul style="list-style-type: none"> Water resource and effluents management Waste management Compliance management Food safety Innovation management 	Board of Directors
Certification bodies 	Recognized entities or regulatory authorities that grant quality, environmental, social or governance certifications.	Certifications prove the quality of the products of the Company, processes in accordance with the standards required by regulatory authorities and an environmentally responsible operation.	Timely and transparent response to audits during a certification process increases the efficiency of the process and trust between the parties.	<ul style="list-style-type: none"> Communications through the area in charge of the certification process. 	<ul style="list-style-type: none"> Energy and emissions management Waste management Compliance management Food safety 	<p>Quality Management</p> <p>Administration, Finance and Sustainability Management.</p>



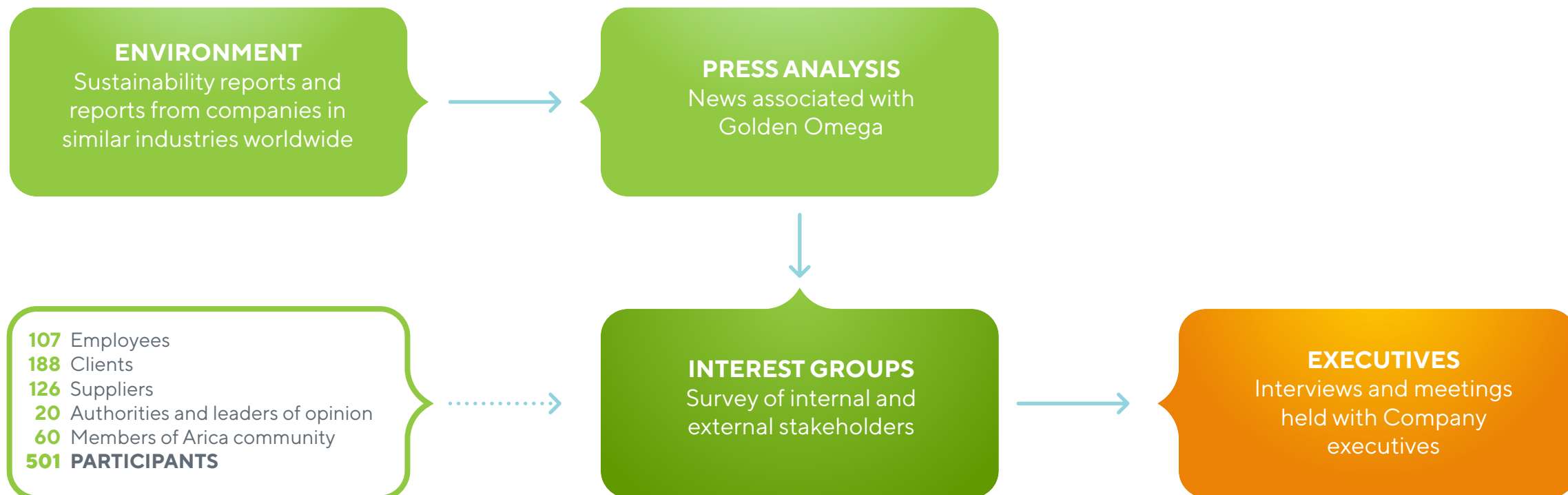
Name	Definition	Why is it relevant?	What impact does the Company's operation have on this group?	How does the Company interact with this group?	Related material topics	Responsible for interacting with this group
Regulatory authorities 	National and international regulatory bodies, including the National Fisheries and Aquaculture Service, the Chile's Livestock and Agricultural Service, the Superintendency of the Environment, and the Ministry of Health, at the national level, and the FDA and the European Food Safety Authority in the European Union (EFSA), among other institutions, at the international level.	Compliance with regulatory requirements is important to ensure environmental protection, product safety and to create shared value.	Proper operation prevents any risk to regulatory compliance and facilitates the work of regulatory agencies.	<ul style="list-style-type: none">Communications through the area in charge of the process related to the regulatory body.	<ul style="list-style-type: none">Water resource and effluents managementEnergy and emissions managementWaste managementOccupational health and safetyDiversity and inclusionCompliance managementFood safety	Quality Management Business Management Operations Management Administration, Finance and Sustainability Management. Deputy Management of Environment and Sustainability
Trade Associations 	Groups of companies whose objective is to represent a specific industry or economic activity.	The participation of the Company in business and industry groups contributes to the definition of common objectives to achieve the sustainability of the industry.	The good performance of the Company will influence society's perception of the industry.	GOED President of the Board of Directors, Alternate Director, Chairman of the Technical Committee IFFO Member SOFOFA Partner ASINDA Partner	<ul style="list-style-type: none">Creating shared value with the community	Managing Director Deputy Management of Environment and Sustainability
Organizations with activities in the surrounding area 	Individuals or organizations operating in the vicinity of the production plant in Arica.	A good relationship with these groups makes it possible to manage the potential impacts of the Company's operations and ensure operational continuity.	An adequate operation and the creation of shared value minimize the potential impact of the Company's operations on the activities carried out by people or organizations in the vicinity of the production plant.	<ul style="list-style-type: none">Permanent communication and contributions.During 2022, this group was considered in the SSINDEX stakeholders' perception survey.	<ul style="list-style-type: none">Creating shared value with the community.Water resource and effluents management	Deputy Management of Environment and Sustainability
Arica community 	Individuals or organizations who live or carry out their main activities in the city of Arica.	The perception that the community has of the Company influences employee morale and the frequency of inspection carried out by regulatory authorities, affecting productivity.	Creating shared value has an effect on local contractors and employees. The contributions of the Company to the community have a direct impact on the inhabitants of the city of Arica.	<ul style="list-style-type: none">Participation in public or private entities that promote the development of the local community.During 2022, this group was considered in the SSINDEX stakeholders' perception survey.	<ul style="list-style-type: none">Water resource and effluents managementEnergy and emissions managementWaste managementDiversity and inclusionContractors' managementCreating shared value with the community	Deputy Management of Environment and Sustainability





3.4 Materiality process

The Sustainability Committee considered the following sources of information to identify those issues relevant to the different stakeholders.



◆ PERCEPTION OF STAKEHOLDERS

As part of the continuous improvement process regarding material topics, during 2022 and for the second consecutive year, the Company conducted a survey to know the perception of employees, customers, suppliers, authorities and the community on the performance of Golden Omega in environmental, social and governance issues. To this end, the [Stakeholders Sustainability Index](#) (SSIndex) methodology was applied, an indicator created by academics from prestigious universities in the United States, which allows us to identify and manage risk and sustainability focuses through a complete analysis of the stakeholders consulted.

The result of the SSIndex 2022 in Golden Omega was 72 percent, which means that the stakeholders value the work done by Golden Omega in the environmental, social and governance (ESG) variables that impact the future value of

the company and the commitment to its stakeholders with this average score.

Likewise, Golden Omega was certified during the year 2022, with regard to employees, customers and suppliers' management, for which it obtained an average score of 77 percent, 84 percent and 87 percent, respectively.



◆ SSINDEX 2022 RESULTS

GLOBAL
72%
↑ +5% vs. 2022
SSIndex average

EMPLOYEES
77%
↓ -1% vs. 2022
SSIndex average

CLIENTS
84%
↑ +25% vs. 2022
SSIndex average

SUPPLIERS
87%
↑ +7% vs. 2022
SSIndex average



3.5

Sustainability strategy

The Sustainability Committee developed a corporate sustainability strategy for the period 2022-2025 based on four pillars regarding our commitment. This strategy is aligned with 6 United Nations Sustainable Development Goals and will allow us to address the various material topics by prioritizing them according to their feasibility and impact.





We want to be part of the
solution, respecting our
environment





3.6

Material topics and progress on our sustainability strategy

The Sustainability Committee identified 12 material topics that were prioritized according to their impact and feasibility to address them.

1. Water resource and effluents management

ESG DIMENSION
Environmental

SUSTAINABILITY PILLAR
Environmental Care

All risks and opportunities arising from water management. This includes consumption, effluents, as well as the number of nonconformities related to permits, standards and regulations on water quantity or quality. A description of water management risks and an analysis of strategies and initiatives to mitigate them is expected to be provided by the Company.

Stakeholders:



Organizations with activities in the surrounding area



Arica community



Regulatory authorities



Shareholders

COMMITMENT

Public information on effluents is 100% available.

Short term 2022 / 2023



INDICATOR

% availability of information on the website.

INITIATIVES

Monthly publication of effluent analyses.

ADVANCES IN 2022

Achieved.

Published each month on our website
[See more](#)

COMMITMENT

75% reduction in potable water consumption compared to 2021.

Medium term 2022 / 2025



INDICATOR

Volume of potable water consumed.

INITIATIVES

Development of projects to reduce consumption.

ADVANCES IN 2022

Desalination plant under construction. Will be operational in the second quarter of 2023.



2. Energy and emissions management

ESG DIMENSION
Environmental

SUSTAINABILITY PILLAR
Environmental Care

The reduction of energy consumption and the measurement and reduction of Greenhouse Gas (GHG) emissions is essential to face global temperature increases and climate change. The Company is expected to provide a roadmap that contributes to this purpose.

Stakeholders:



Regulatory
Authorities



Suppliers



Arica community



Certification
bodies

COMMITMENT

10% reduction in fuel energy consumption compared to 2020.

Short term 2022 / 2023



INDICATOR

Intensity of fuel consumption (Energy consumed / tons of product).

INITIATIVES

New energy solution for boilers (already implemented).

ADVANCES IN 2022

4% reduction in 2022 compared to 2020.

COMMITMENT

30% reduction of GHG generation compared to 2020.

Short term 2022 / 2023



INDICATORS

GHG generation intensity (tons CO₂ eq. / tons of product).

INITIATIVES

New energy solution for boilers (already implemented).

ADVANCES IN 2022

Achieved.
88% reduction in 2022 compared to 2020.

COMMITMENT

15% additional reduction in GHG generation compared to 2020.

Medium term 2022 / 2025



INDICATOR

GHG generation intensity (tons CO₂ eq. / tons of product).

INITIATIVES

Implement Energy Management System (EMS).

COMMENTS 2023

Implementation of the EMS is expected to begin in 2023.

COMMITMENT

Carbon footprint measurement (Scope 3) for critical suppliers.

Medium term 2022 / 2025



INDICATOR

Progress regarding the activities or processes that are being measured.

INITIATIVES

Consultancies.

COMMENTS 2023

Studies are expected to begin in 2023.



3. Waste management

ESG DIMENSION
Environmental

SUSTAINABILITY PILLAR
Environmental Care

Management of solid waste, divided into hazardous and non-hazardous waste. The company should consider initiatives to minimize the amount of waste and implement, whenever possible, value recovery or recycling initiatives.

Stakeholders:



Employees



Contractors



Shareholders



Arica community



Certification bodies



Regulatory authorities

► **COMMITMENT**

15% recovery of total non-hazardous waste compared to the year 2021.

Short term 2022 / 2023



► **INDICATOR**

Volume of non-hazardous waste disposed of.

► **INITIATIVES**

Value recovery projects.

ADVANCES IN 2022

Achieved.

31% of the non-hazardous waste disposed of in 2021 was recovered.

► **COMMITMENT**

20% more waste sent for recycling compared to the year 2021.

Short term 2022 / 2023



► **INDICATOR**

Volume of waste sent for recycling.

► **INITIATIVES**

Expansion of the recycling program.

ADVANCES IN 2022

19% increase in waste sent for recycling compared to 2021.

► **COMMITMENT**

50% recovery of total non-hazardous waste compared to the year 2021.

Medium term 2022 / 2025



► **INDICATOR**

Volume of non-hazardous waste disposed of.

► **INITIATIVES**

Value recovery projects.

COMMENTS 2023

New value recovery projects under study.

4. Occupational health and safety

ESG DIMENSION
Social

SUSTAINABILITY PILLAR
Comprehensive development of our team

Refers to the systems and strategies implemented by the company to prevent, reduce and mitigate risks related to occupational health and safety of workers at the workplace. This includes monitoring key indicators of accidents, fatalities and occupational diseases.

Stakeholders:



Employees



Contractors



Regulatory authorities

► **COMMITMENT**

Improvement in safety culture diagnosis.

Short term 2022 / 2023



► **INDICATOR**

Score obtained in safety culture diagnosis.

► **INITIATIVES**

Expansion of the organizational safety culture improvement program.

Extension of best safety practices to contractors.

Extension of mental health program.

ADVANCES IN 2022

Extension of the organizational safety culture improvement program to other managers of the organization.



5. Welfare of employees

ESG DIMENSION
Social

SUSTAINABILITY PILLAR
Comprehensive
development of our team

Considers a set of programs and measures that the Company implements to promote the welfare of employees. This includes talent development, managed through training, performance evaluations and other benefits. A reasonable work-life balance is beneficial for talent attraction and retention.

Stakeholders:  Employees

COMMITMENT

70% approval in courses of the Training Portal.

Short term 2022 / 2023



INDICATOR

% of approval in courses of the Training Portal.

INITIATIVES

Training program aligned with the different areas.

COMMENTS 2023

It is expected to make progress in this area during 2023.

COMMITMENT

Improved communications, team building and benefits.

Short term 2022 / 2023



INDICATOR

SSIndex % in benefit assessment.

INITIATIVES

Team building activities.
Agreements with companies or institutions.
Communication plan.

ADVANCES IN 2022

Regular corporate communication through emails and newsletters.

COMMENTS 2023

It is expected to make progress in this area during 2023.

COMMITMENT

80% SSIndex training evaluation and talent development.

Medium term 2022 / 2025



INDICATOR

SSIndex % in training evaluation and talent development.

INITIATIVES

Talent development program.

COMMENTS 2023

It is expected to make progress in this area in the coming years.

COMMITMENT

80% SSIndex work-life balance assessment.

Medium term 2022 / 2025



INDICATOR

SSIndex % in life-work balance assessment.

INITIATIVES

Training on work-life balance.

COMMENTS 2023

It is expected to make progress in this area during 2023.



6. Diversity and inclusion

ESG DIMENSION
Social

SUSTAINABILITY PILLAR
**Comprehensive
development of our team**

Integration of different human groups to the company staff and the inclusion of people with disabilities. Diversity can be understood in terms of gender, nationality, disability, race or ethnicity, among other categories. Additionally, avoiding discrimination and equal opportunities are also considered.

Stakeholders:  Employees

 Regulatory authorities

 Arica community

COMMITMENT

Assess the Company situation in terms of inclusion and adopting best practices.

Short term 2022 / 2023



INDICATOR

% of employees trained in inclusion.

INITIATIVES

Joining entities with expertise in inclusion.

Training employees in topics related to inclusion.

ADVANCES IN 2022

Appointment of an Inclusion Manager and incorporation into the Inclusive Companies Network in 2022.

COMMENTS 2023

It is expected to make progress in this area during 2023.

7. Contractors' management

ESG DIMENSION
Social

SUSTAINABILITY PILLAR
**Comprehensive
development of our team**

It includes the relations with external service providers, including the selection process, contracting and evaluation.

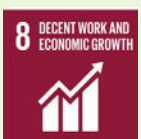
Stakeholders:  Contractors

 Arica community

COMMITMENT

75% SSIndex service selection and contracting process evaluation.

Short term 2022 / 2023



INDICATOR

SSIndex % in evaluation of service selection and contracting process.

INITIATIVES

Strengthen criteria for selection and communication of results.

ADVANCES IN 2022

Achieved.
92% in SSIndex evaluation of contractors regarding the service selection process.

COMMITMENT

Most frequent contractors enrolled in the contractor development program.

Medium term 2022 / 2025



INDICATOR

% of recurring contractors registered.

INITIATIVES

ESG contractor development program.

COMMENTS 2023

It is expected to start a development program in 2025.



8. Creating shared value with the community

ESG DIMENSION
Social

SUSTAINABILITY PILLAR
Adding value to the community

It considers various types of economic and social contributions to the community where the Company operates. This includes direct and indirect economic impact, as well as communication processes with stakeholders located in the local community.

Stakeholders:  **Trade associations**  **Arica community**
 **Organizations with activities in the surrounding area**

COMMITMENT

Contribute to education on nutrition and sustainability of the marine environment.

Short term 2022 / 2023



INDICATOR

Effectiveness of the activities carried out.

INITIATIVES

Waves Zero Plastic program.
Joint work with educational institutions.
Design social value initiatives aligned with the business.

ADVANCES IN 2022

Resuming activities of Olas Zero Plastico.
Contribution to social value initiatives aligned with the business.

COMMITMENT

Great knowledge about ESG aspects in Golden Omega.

Short term 2022 / 2023

INDICATOR

SSIndex % in the community evaluation of the communication item.

INITIATIVES

Communication plan for stakeholders.
Plant tour program.

ADVANCES IN 2022

Dissemination of the new GONEWS Newsletter.
Visit of authorities and students to the production plant.

COMMITMENT

Increase the engagement with the community.

Medium term 2022 / 2025

INDICATOR

SSIndex % in Community, Social Impact and Local Businesses assessment of the Community.

INITIATIVES

Community survey.
Space for dialogue.
Implement social value initiatives aligned with the business.

ADVANCES IN 2022

Incorporation into the Regional Territorial Development Committee and the Regional Science, Technology and Innovation Committee.
Agreement with Universidad de Tarapaca.



9. Compliance management

ESG DIMENSION
Governance

SUSTAINABILITY PILLAR
Ethics in Business

Considers all the processes implemented by the Company to ensure legal compliance in terms of ethics, prevention of corruption and anti-competitive practices.

Stakeholders:



Clients



Shareholders



Regulatory authorities



Employees



Certification bodies

COMMITMENT

90% of workers and 50% of contractors trained in ethics in business.

Short term 2022 / 2023

INDICATOR

% of people trained.

INITIATIVES

Extend Crime Prevention / Anti-corruption Model to Contractors.

Training on Free Competition and Human Rights.

ADVANCES IN 2022

Advancement in the development of the course content.

COMMENTS 2023

Courses scheduled for 2023.

10. Suppliers' management

ESG DIMENSION
Environmental, Social

SUSTAINABILITY PILLAR
Environmental Care,
Adding value to the community

This includes relations with external goods suppliers, considering the stages of selection, evaluation and traceability. It also considers the respect for environmental and social standards established by the Company.

Stakeholders:



Clients



Suppliers

COMMITMENT

Maintain MarinTrust, Friend of the Seas and Dolphin Safe responsible sourcing certifications.

Maintain ORIVO certification of origin.

Maintain NSF Quality Assurance certification with minimum level B rating.

Implement ESG aspects in evaluation of critical suppliers.

Short term 2022 / 2023

INDICATOR

Qualification in NSF Quality Assurance certification.

% of critical suppliers assessed in ESG aspects.

INITIATIVES

Continuous improvement in Quality Assurance System.

ADVANCES IN 2022

MarinTrust, Friend of the Seas, Dolphin Safe and ORIVO certifications remain in effect.

NSF certification with rating level A was obtained.



11. Food safety

ESG DIMENSION
Product

SUSTAINABILITY PILLAR
Purpose and values

Refers to all aspects necessary to ensure product quality and comply with certifications that are essential for the business, in line with international standards.

Stakeholders:



Clients



Shareholders



Regulatory authorities



Employees



Certification bodies

COMMITMENT

Maintain NSF Quality Assurance certification with a minimum level B rating.

Short term 2022 / 2023

INDICATOR

NSF Quality Assurance certification qualification.

INITIATIVES

Continuous improvement in Quality Assurance System.

ADVANCES IN 2022

NSF certification with rating level A was obtained.

12. Innovation management

ESG DIMENSION
Governance

SUSTAINABILITY PILLAR
Purpose and values

Refers to research and development of new solutions and products with a view to generating future business opportunities.

Stakeholders:



Clients



Shareholders



Employees

COMMITMENT

Introduce new solutions, products, businesses and internally developed processes to the market.

Medium term 2022 / 2025

INDICATOR

Number of new solutions, products, businesses and processes developed internally and successfully introduced to the market.

INITIATIVES

Use of pilot plant to develop new products.

ADVANCES IN 2022

New products have been developed and are currently in the testing phase.

COMMENTS 2023

It is expected to make progress in this area in the coming years.



3.6.1

Integrating a sustainability culture

During 2022 we worked on different initiatives with a view to integrating a sustainability culture.

In order to inform our employees, clients, suppliers and the community about the Company's main advances, in 2022 we published the GONEWS newsletter. We hope that this initiative will help readers to learn more about the progress made in managing ESG aspects at Golden Omega.

In addition, Golden Omega entered in the ESG Index of the Sociedad de Fomento Fabril (SOFOFA), a tool that considers national regulations, and assesses companies based on six sustainability dimensions: corporate governance, communities, environment, employees, suppliers and clients. This benchmark will allow the Company to identify potential gaps in ESG matters to guide its sustainability strategy.

Finally, in 2023 we expect to provide training to our personnel and contractors in ESG aspects, using our Training Portal.





3.6.2

Environmental Care

We strive to preserve the purity of our environment, maintaining the highest operational standards and working collaboratively with national organizations and authorities.





3.6.2.1 Responsible Sourcing

STAKEHOLDERS



Clients



Suppliers

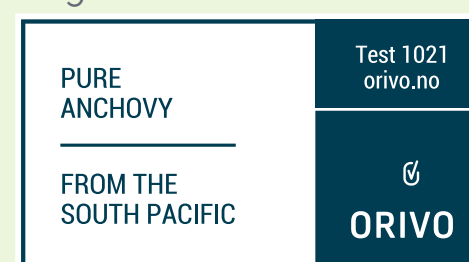
We believe that the supervision and control of our suppliers in environmental and social aspects is critical to our value proposition for society and our clients. It is necessary an adequate supply chain management to guarantee the complete traceability of our supplies, compliance with the standards defined in our Quality Assurance System and the sustainable practices of our suppliers in environmental, ethical and corruption matters, among others. Although the supplier selection process includes various controls of these matters, we will incorporate other relevant ESG issues.

Since the inception of our Company, we have believed in the importance of safeguarding the biodiversity of the South Pacific Ocean waters, by sourcing crude fish oil in a responsible manner. In this context, each of our suppliers is certified by the [MarinTrust](#) and [Friend of the Sea](#) programs in their fishing and production activities, maintaining full traceability of our raw material. Golden Omega is part of the chain of custody of both certifications.

An aspect that is becoming increasingly relevant in our industry is to ensure the origin of the raw material; consumers are demanding full transparency about the sources of Omega-3 products. For this reason, in 2017 we were pioneers in obtaining [ORIVO](#) certification of origin, whereby we can accredit that 100 percent of our raw material is anchovy oil from the South Pacific. Based on a chain of custody concept, our customers have the possibility to join the certification program and use the logo on their products' packaging.

13 Brands

Use the ORIVO certification of origin





3.6.2.2

Water resource and effluents management

SDG



STAKEHOLDERS



Regulatory authorities



Shareholders

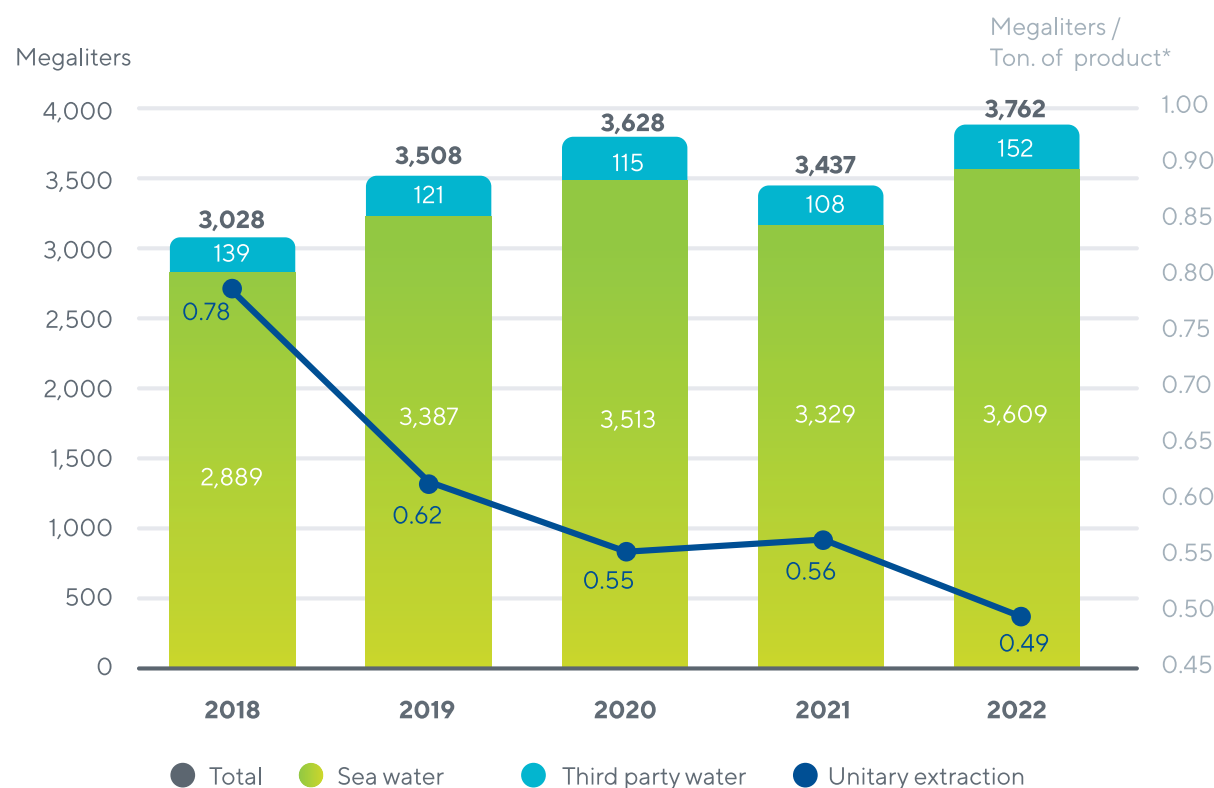


Organizations with activities in the surrounding area



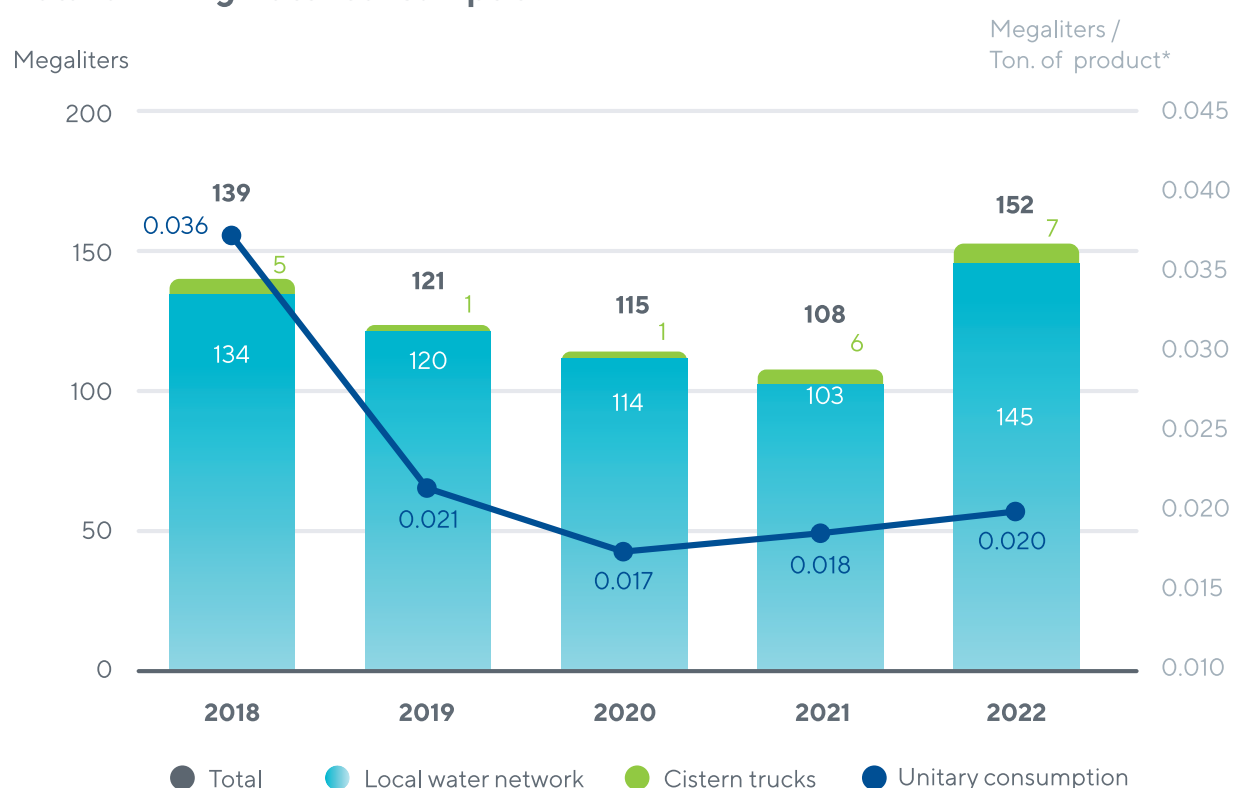
Arica community

Total water extraction



* Omega-3 concentrates and by-products

Total drinking water consumption



WATER EXTRACTION AND CONSUMPTION

According to the [World Resources Institute](#), Arica is an area of very high water stress. That is why, since 2019, Golden Omega has made significant efforts to reduce potable water consumption. These include optimization of the required water quality parameters and investments for greater recirculation of the resource within the production process. At present, most of the water resource used in the cooling process in our operation is of marine origin. Thus, during 2022, only 4.1 percent of the total water consumption in the facilities was potable water.

In this context, during 2022, we made a significant step towards reducing the water footprint in our operations. We started the construction of a seawater desalination plant, a project that is being developed and is expected to be operational during the second quarter of 2023. It is expected that this initiative will allow us to reach our goal of reducing the plant's potable water consumption by 75 percent, which was originally planned for 2025, ahead of schedule.

Only 4.1 percent of the total water consumption in the facilities was potable water.

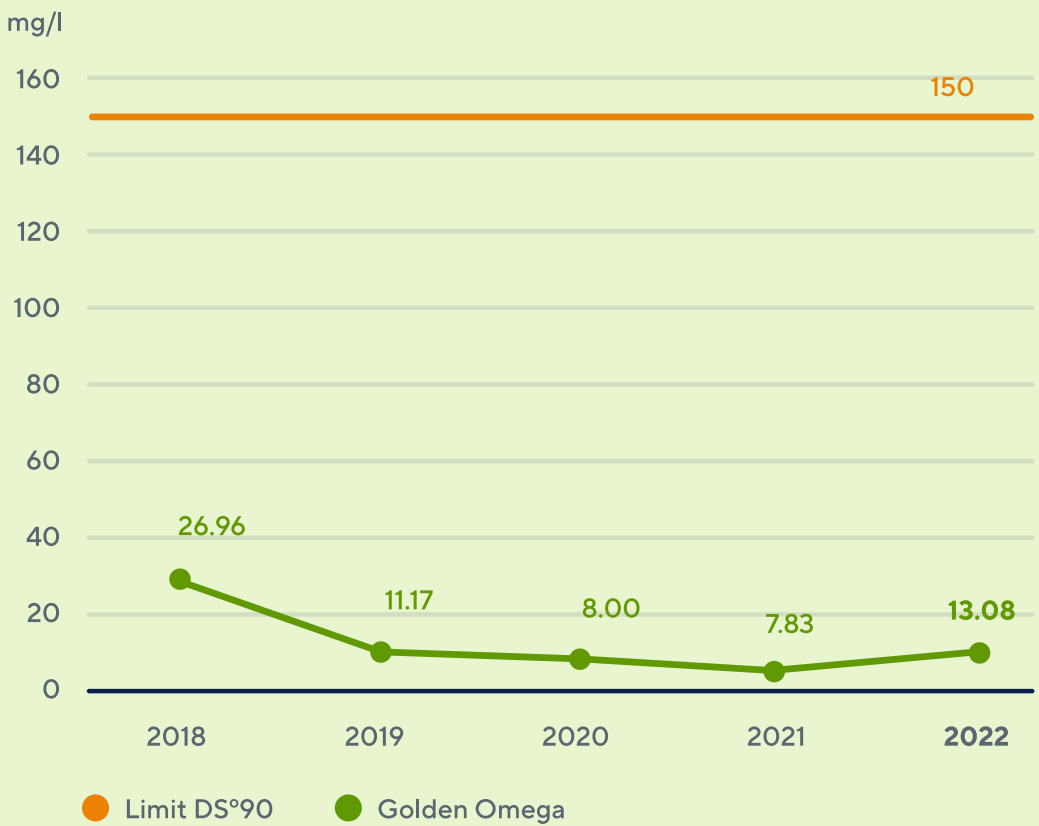
GOAL

75%

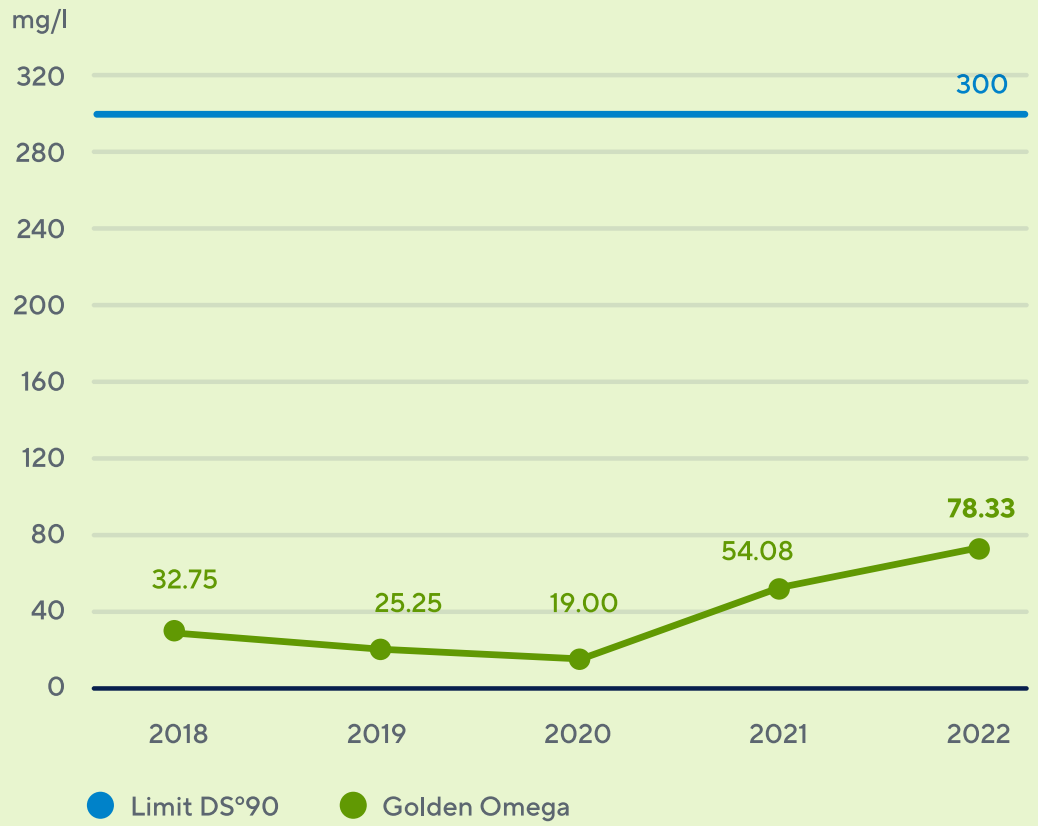
decrease of total potable water consumption by 2025.



Oils and fats*



Total suspended solids*



* Average values per year

EFFLUENTS

Golden Omega has a world-class treatment plant for liquid industrial waste, with levels of pollutants in our effluents in order of magnitude well below the allowable limits¹⁰. The levels of pollutants are measured and analyzed each month by a technical environmental inspection body authorized by the [Superintendence of the Environment of the Government of Chile](#), and are also published every month on the [company's website](#), for community consultation.

Golden Omega discharges its effluents outside the Coastal Protection Zone, through an outlet pipe located more than 300 meters from the coast. As part of our 'Environmental Surveillance Program', we regularly monitor the effluents discharge zone and its area of influence to determine if our operation is causing any environmental impact. This study is carried out by the Chilean Fisheries Research Institute, which has concluded that the behavior of the water body has been normal, with variations inherent to the effects of nature.

We have a world-class effluent treatment plant.

10. Supreme Decree No. 90 (Table 5) of the Ministry General Secretariat of the Presidency of Chile (DS°90) and Exempt Resolution No 893 of the Superintendency of the Environment DFZ/RPM establish the maximum allowable limits for the parameters, pollutants and flow rates applicable to the discharge of Golden Omega effluents.





3.6.2.3

Energy and emissions management

SDG



STAKEHOLDERS



Regulatory
authorities



Certification
bodies

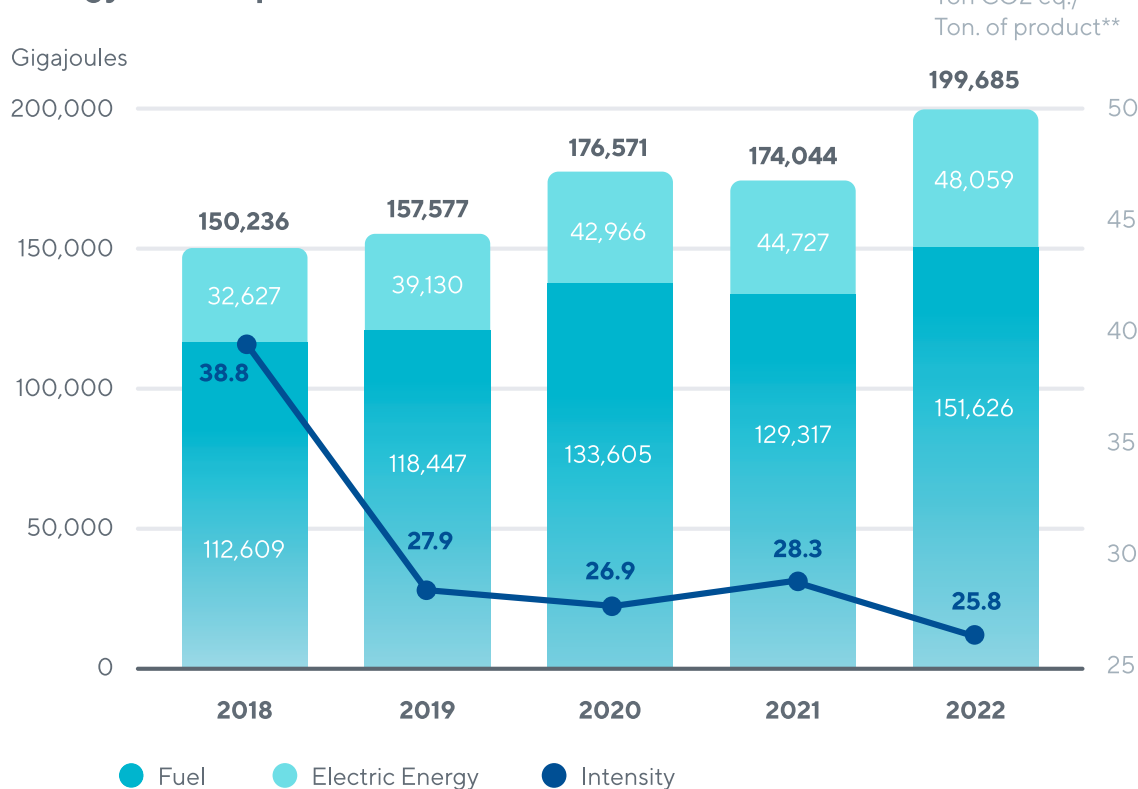


Suppliers



Arica community

Energy consumption*



* Only considers direct energy consumption and emissions (Scope 1), since there are no indirect consumption or emissions from energy generation (Scope 2).

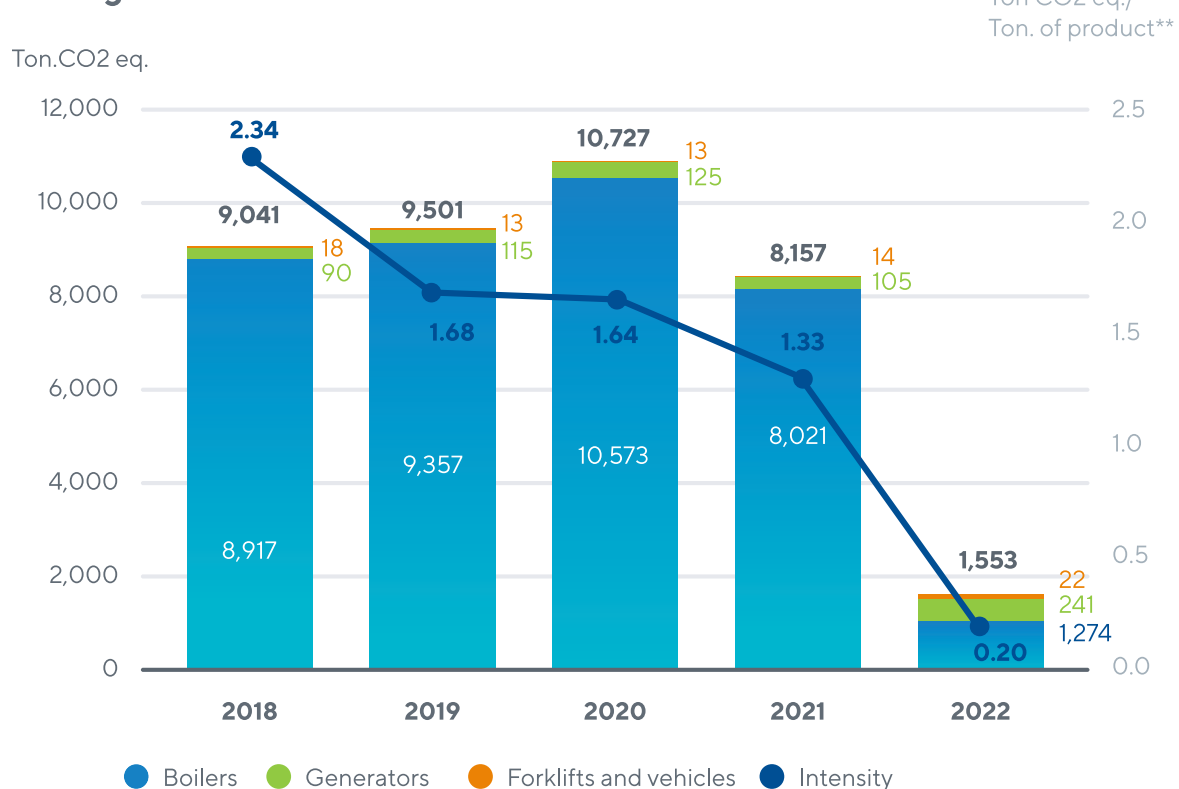
** Omega-3 concentrates and by-products

Our production plant requires non-renewable fuels in the boilers system for steam generation and electric power throughout the process.

The implementation of an innovative energy solution for the production of industrial steam allowed, in June 2021, to replace the fuel used in 3 steam boilers - from fuel oil 6 to liquefied gas -, to incorporate technologies to recover energy from the exhausted gases, through economizers, and to modulate combustion according to the production requirement, in addition to reducing fuel consumption through more efficient burners.

Thus, in 2022, the intensity of energy consumption was reduced by 4% compared to 2020. In addition, the intensity of Greenhouse Gas (GHG) emissions was reduced by 88%, NOx by 66%, SOx by 93% and particulate matter by 67%.

GHG generation*



However, an issue of concern is the increase in the frequency of power outages in the Arica grid, which forces the Company to use diesel backup generators to ensure the continuity of the operation. During 2022, the energy delivered by this equipment represented 2% of the total energy consumption of the production plant and its GHG emissions represented 16% of the total emissions of the Company.



4% decrease in fuel energy consumption intensity compared to 2020.

Reduction in emissions generation intensity with respect to 2020 of:

GHG -88% **NOx -66%** **SOx -93%** **MP -97%**

By 2023, the company expects to implement an Energy Management System based on the ISO 50001 standard, to map the plant's energy and environmental impact to create a portfolio of efficient projects and measure their impact once implemented, thus optimizing the management of energy resources. This will allow the company to continue contributing to the reduction of GHGs and care for the environment, estimating a 10% reduction in GHG generation intensity by 2025 compared to 2021.

By 2025 we aim to measure the carbon footprint from indirect emissions (Scope 3) for our most relevant input suppliers. This will allow us to identify additional measures to further reduce our footprint.

100% RENEWABLE AND EMISSIONS-FREE ELECTRICAL ENERGY

100% of the energy coming from the electrical grid and used in Golden Omega's production process comes from Non-Conventional Renewable Energy Sources (NCRE), which is accredited by both the Green-e™ certification and the Renewable Energy Registry of the Chilean National Electrical Coordinator (RENOVA, for its acronym in Spanish).

Green-e™ is the leading independent program in the United States for the verification and certification of renewable energy and carbon offsets, which is widely recognized in international markets.

The company is committed to the target of the Chilean state to incorporate 70% of NCRE into its energy matrix by 2030 in order to reduce emissions and prevent the increase of global warming, which is possible thanks to the richness of renewable energy resources in the country.



SDG



STAKEHOLDERS



Employees



Regulatory authorities



Certification bodies



Contractors



Shareholders



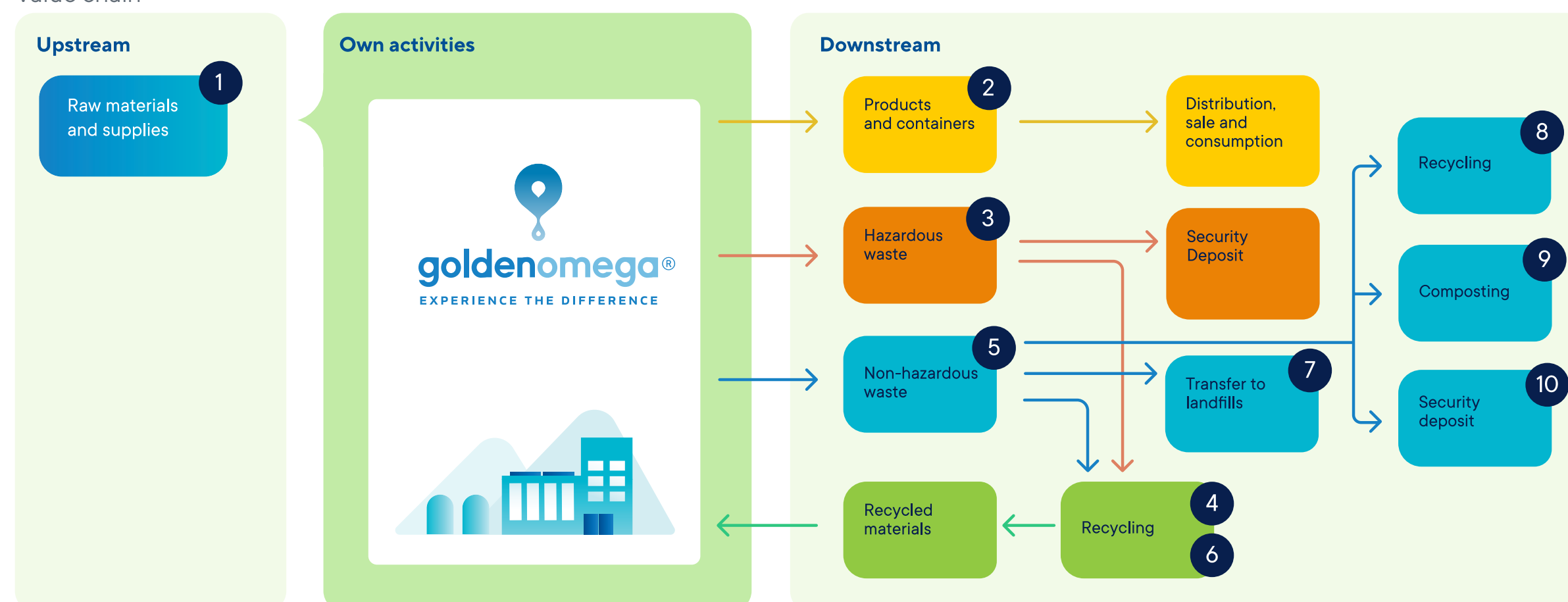
Arica
community

There is a low loss of oil in our production process, as the oil fractions that are not transformed into Omega-3 concentrates are sold as by-products for use in animal feed and industrial applications. Of the total fish oil consumed in 2022, a 93 percent ended up in some form of product or by-product.

Each waste product is identified, weighed and prepared for dispatch according to its destination, in accordance with current regulations. Non-hazardous waste is registered in the Chilean National Waste Declaration System (SINADER), while hazardous waste is recorded in the Chilean Hazardous Waste Declaration System (SIDREP).

WASTE MANAGEMENT DIAGRAM

Value chain



1. Fish oil, ethanol, sulfuric acid, sodium ethoxide, bleaching earth, caustic soda, glycerin, enzymes.
2. Omega-3 concentrates (in drums), fatty acids.
3. Ethanol not suitable for sale or reprocessing, mixtures or emulsions of water and hydrocarbons, filters with fish oils, containers that have contained hazardous substances, unidentified residual chemical substances.
4. Reprocessed ethanol.
5. Fatty acids suitable for sale or reprocessing, fatty acids not suitable for sale or reprocessing, exhausted bleaching earth, glycerin not suitable for sale or reprocessing, industrial waste.
6. Reprocessed fatty acids.
7. Industrial garbage.
8. Plastic bottles, beverage cans and paper.
9. Paper and cardboard.
10. Exhausted bleaching earth, fatty acids not suitable for sale or reprocessing, glycerin not suitable for sale or reprocessing.



WASTE RECOVERY

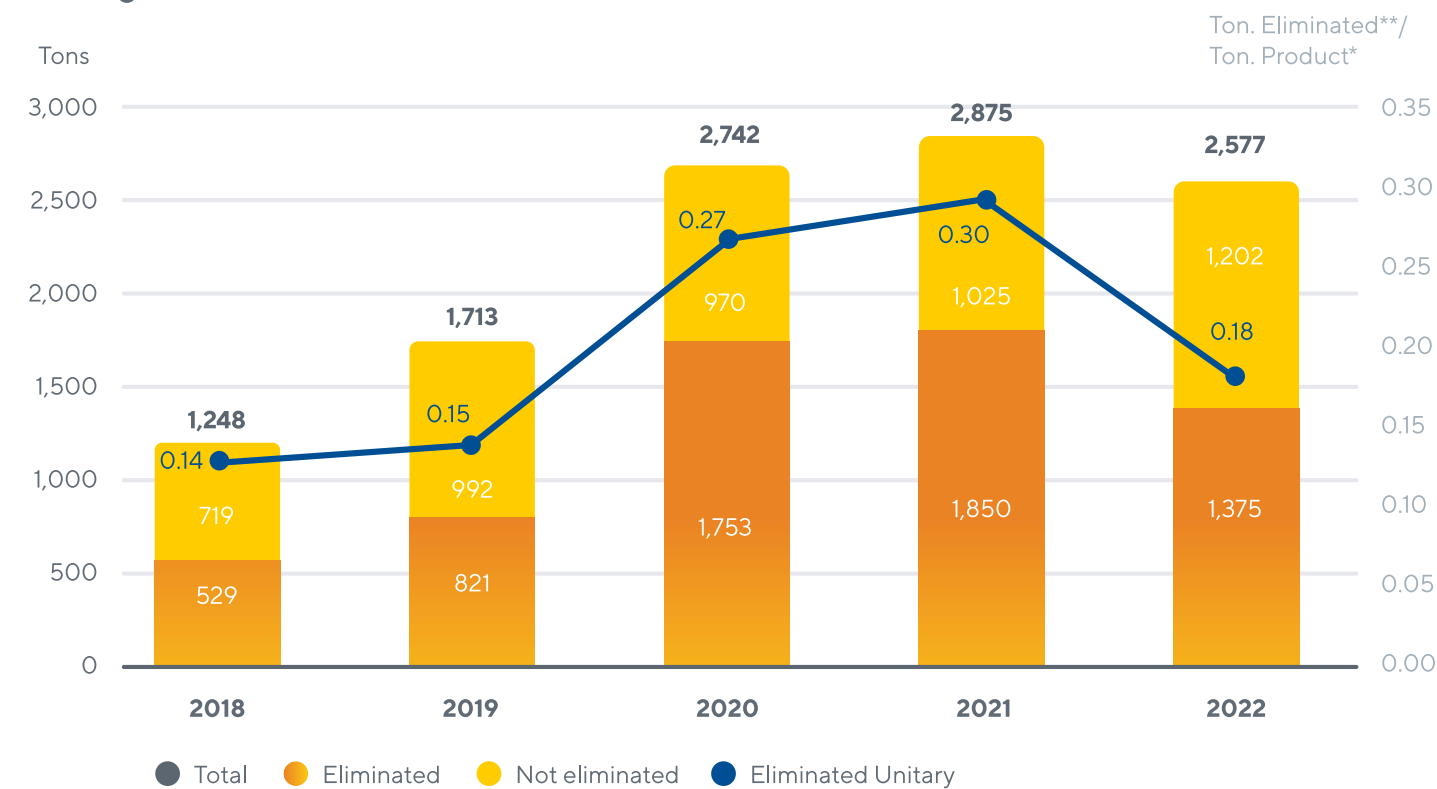
At Golden Omega, we promote the recovery of our waste. Over the last years, we have made progress in obtaining the sanitary permits to export greater number of by-products, opening new markets. In line with our 2025 goal of recovering at least 50 percent of non-hazardous waste, during 2022 Golden Omega developed a series of processes to recover fatty acids that were previously sent to landfill, thereby enabling the company to sell more than 548 tons of oil, equivalent to 31 percent of the non-hazardous waste disposed of in 2021.

Recovery of

31.0 %

of non-hazardous
waste disposed of in
2021.

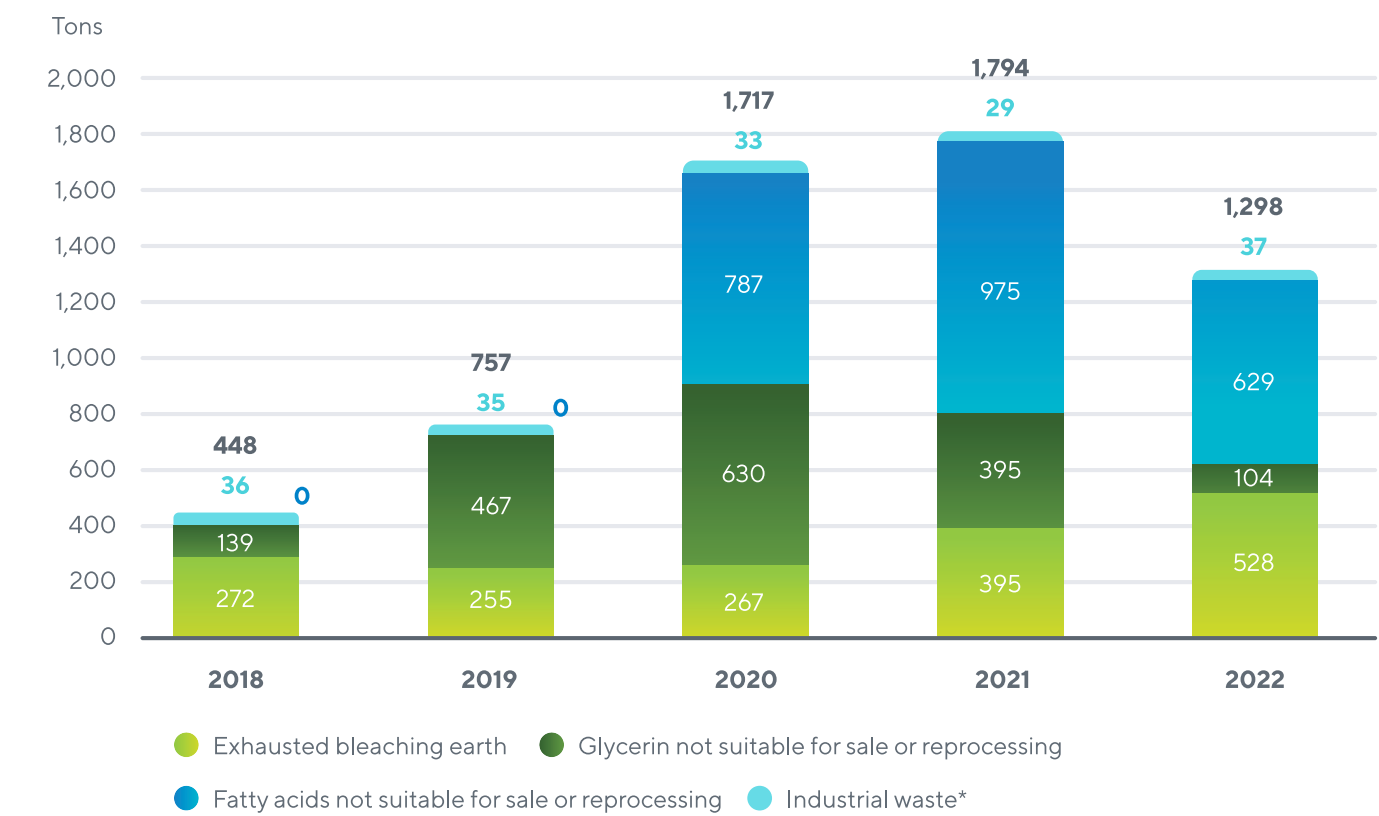
Waste generated



* Omega-3 concentrates and by-products

** Eliminated: sent to safety deposit or landfill. Not eliminated: reused or sold.

Non-hazardous waste disposed



*Industrial waste: estimated tonnage according to the cargo volume



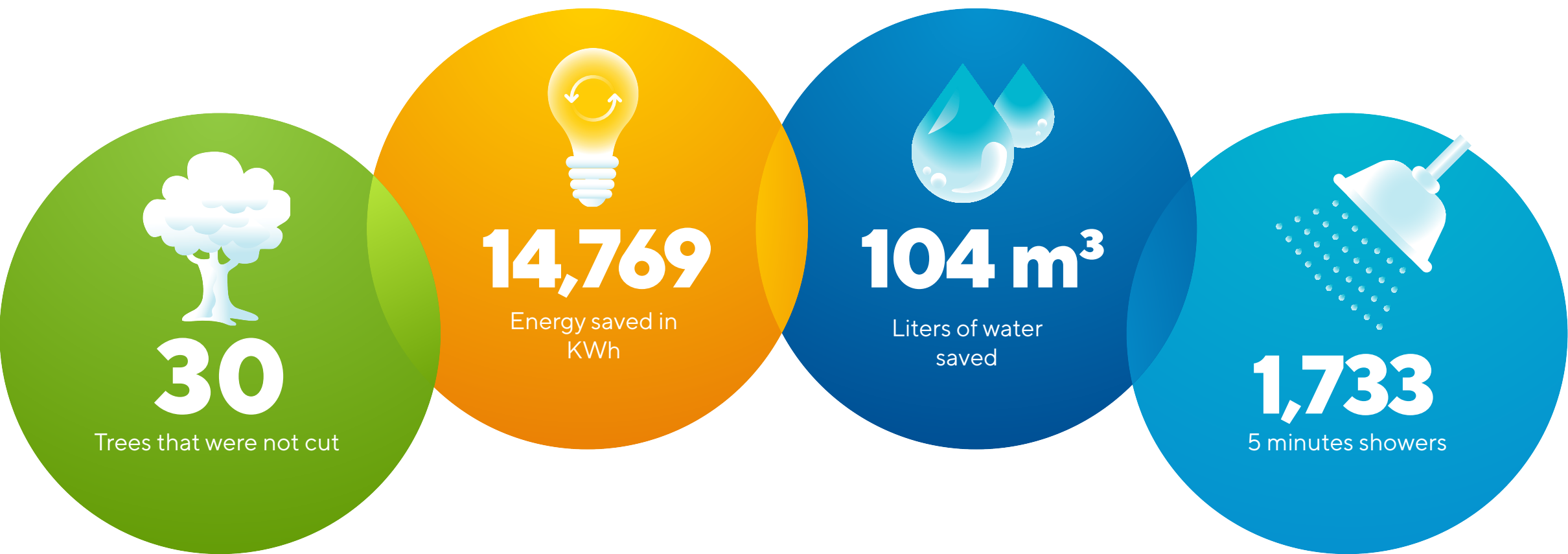


We are responsible for
the future of this planet





During 2022, our recycling activities resulted in the following savings to our ecosystem:



Equivalent to

1,344 kg ↓ CO₂

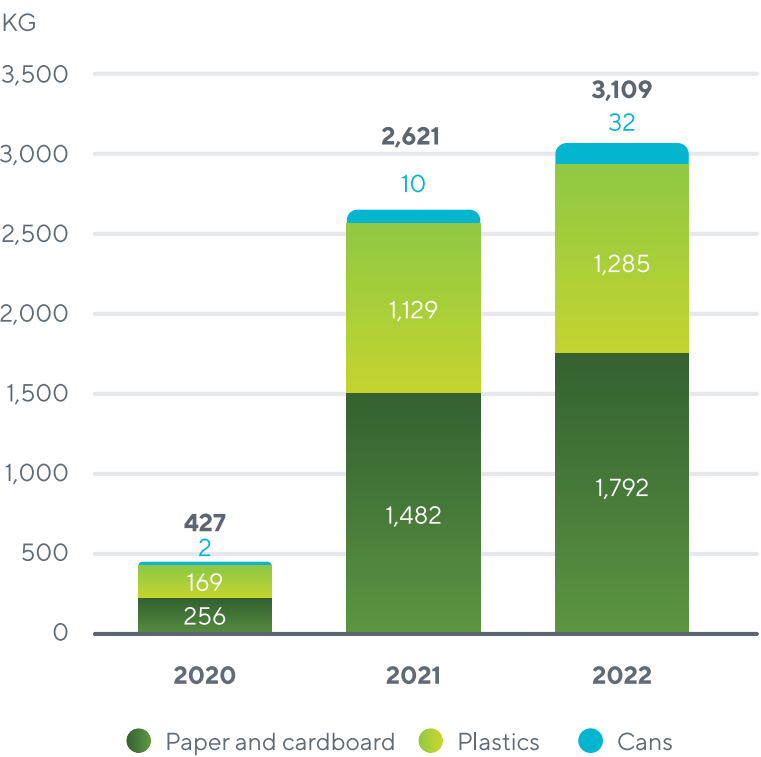
Kilograms of CO₂ that were not emitted

RECYCLING

Since 2019, in association with the company Reciclos, we have installed green points for the recycling of plastic bottles, paper and cardboard.

In line with this commitment, in 2022, a new green point was installed next to the materials warehouse in order to recycle mainly input packaging materials, which allowed us to increase the waste sent for recycling by 19 percent. During the same year, in addition to the elimination of some preventive measures related to the COVID-19 pandemic, we discontinued the use of disposable containers in the cafeteria and, additionally, we began to send the organic material from the cafeteria to a composting plant.

Waste recycled by category





3.6.3

Comprehensive development of our team

Our employees are always at the center of our commitment. That is why we strive to maintain appropriate health and safety practices; promote a work environment based on solid values, professional quality and collaboration; and create opportunities for the personal development of each employee.





3.6.3.1 Occupational Health and Safety

SDG



STAKEHOLDERS



Regulatory
authorities



Employees



Contractors

As in any productive activity, we are not exempt from risks. Preventing them is the task of each member of our team, according to his or her level of responsibility. Whenever an accident occurs, we investigate it thoroughly to determine its causes and take measures to avoid future recurrence.

At Golden Omega occupational health and safety issues are managed pursuant to Chilean legislation, which provides for an occupational health and safety management support structure comprised by:

- An **administrative body** in charge of providing training and consultancy. During 2022 this task was undertaken by the Chilean Safety Association (Asociación Chilena de Seguridad, ACHS).
- A **risk prevention engineer**, responsible for workers' training, inspection and safety, who is the official channel to report any hazardous situation.
- A **Joint Committee for Health and Safety**, made up of three employees' representatives and three members appointed by the company who are entrusted to investigate the causes of occupational accidents and diseases in Golden Omega; suggest the adoption of health and safety measures aimed at preventing occupational hazards and oversee compliance; advise and train workers in the correct use of protective equipment and promote the professional training courses for workers in this area.

TRAINING

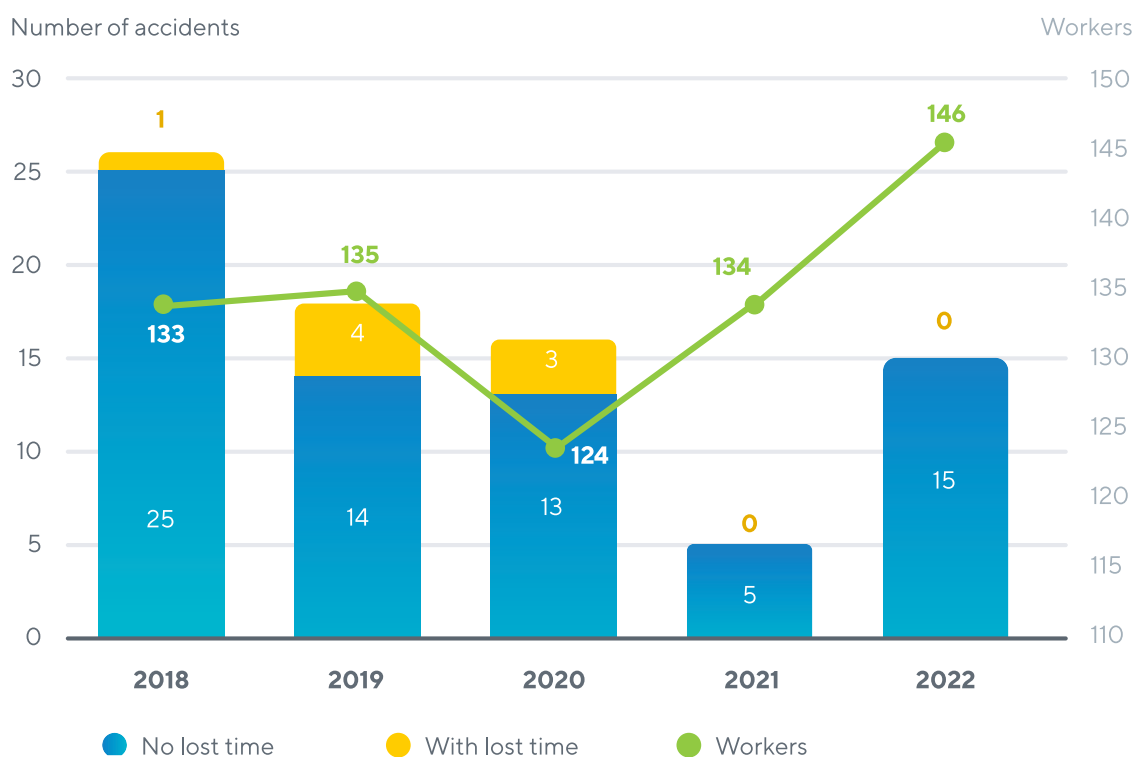
Regular and timely communication and training on risks inherent to each activity, preventive measures and correct work methods are crucial to safeguard the workers' health and safety. At Golden Omega each worker is given:

- A basic instruction in risk prevention from their direct supervisor.
- Complete information on the elements, products and substances to be used in the production processes or in their work, the identification of the same, the allowable exposure limits to these products, the health hazards and the control and prevention measures to be adopted to avoid such risks.
- Information on accidents or occupational diseases that may occur in the production processes, highlighting the preventive measures that must be observed to keep situations that could cause occupational accidents or diseases under control. This information, as well as the previous one, is delivered by the Joint Safety Committee and the risk prevention engineer.





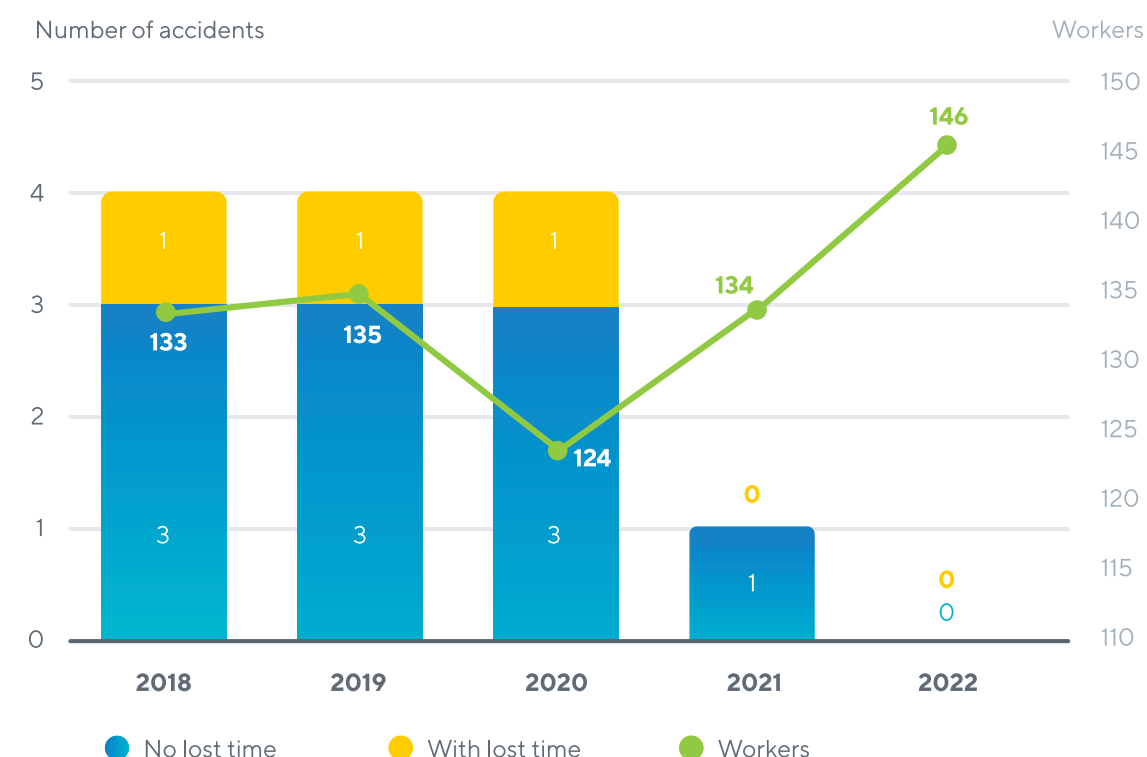
Total accidents



During the period 2015-2022, no serious accidents have occurred at Golden Omega

The implementation of this methodology has brought a cultural change throughout the organization.

Potentially serious accidents



To improve our performance in this area, in September 2020 we hired a specialized consultancy to the ACHS to make a diagnosis of the organizational culture regarding safety, concluding that it is essential to reinforce this culture by strengthening leadership in safety matters. They also emphasized the importance of raising awareness about the correct perception of risk in the face of common, everyday exposures. This translated into concrete actions that were carried out during 2021, such as aligning people, processes and metrics to reduce risk exposure in the workplace, providing individual coaching to leaders and workshops for managers, and encouraging regular communications with all staff on safety matters.

The implementation of this methodology has brought a cultural change throughout the organization. The results are reflected in the figures, and Golden Omega made significant improvements in terms of safety during the last two years, despite a substantial increase in the number of employees. During 2022, we expanded this program to other divisions, and we expect to cover the entire organization during 2023 to reduce the total number of accidents. It should be noted that, for the eighth consecutive year, during 2022 there were no serious accidents in the Company.

Our goal will always be to have

0 Accidents

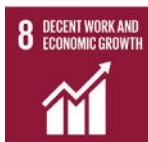




3.6.3.2

Welfare of employees

SDG



STAKEHOLDERS



TALENT DEVELOPMENT

Elaborating high quality and purity Omega-3 requires a highly skilled team. We face the challenge of recruiting and training the right talent for a state-of-the-art and unprecedented industry in Arica and Chile.

During 2022, several adjustments were made to our organizational structure to strengthen the team in the face of the great challenges we face, namely: the merger of the Information Technology (IT) and Operational Technology (OT) areas, with the aim of exploiting the existing opportunities in the integration of all the digital components of our industrial plant; the creation of the position of Head of Operations and Plant Development; and the reorganization of functions in the areas of Administration, Maintenance and Quality.

On the other hand, during 2022 we made greater use of our Training Portal, giving 7 courses to all employees located in Chile, with an average approval rate of 79 percent. We hope to create a training program for the different areas in 2023, to increase the number of courses on this platform and to include the personnel of some contractors.

68%

SSIndex 2022
Employees,
'Training' item

71%

SSIndex 2022
Employees,
'Development' item

79%

Course approval in
the Training Portal

LIFE-WORK BALANCE

The balance between life and work is essential for personal and occupational welfare and satisfaction. It is about finding a healthy balance between labor demands and personal needs, and this requires a joint effort of individuals and companies.

In the last survey conducted by SSIndex we scored 60 percent in the work-life balance indicator, which invites us to improve in this area. We expect to consolidate various training, team building and wellness initiatives during 2023, which will enable us to improve in this area with a view to reaching an 80 percent in this indicator by 2025.

SSIndex 2022 Employees
'Work-Life Balance' item

60%

BENEFITS

During 2022, our employees in Chile with open-ended contracts had access to various benefits and agreements with institutions that provide discounts and special programs. Some of them are highlighted below:

- ◆ **Th. US\$42:** Bonuses, allowances and other similar benefits paid to employees.
- ◆ **35 employees subscribed** to supplementary health and life insurance.
- ◆ **Th. US\$7:** Education allowances for employees and their children.
- ◆ **319 Food boxes** delivered to employees and their families.
- ◆ **55 Hours of psychological counselling free** of charge for employees and their families.
- ◆ **93 Employees enrolled** in Free Omega-3 Supplementation Program.



3.6.3.3 Diversity and inclusion

SDG



STAKEHOLDERS



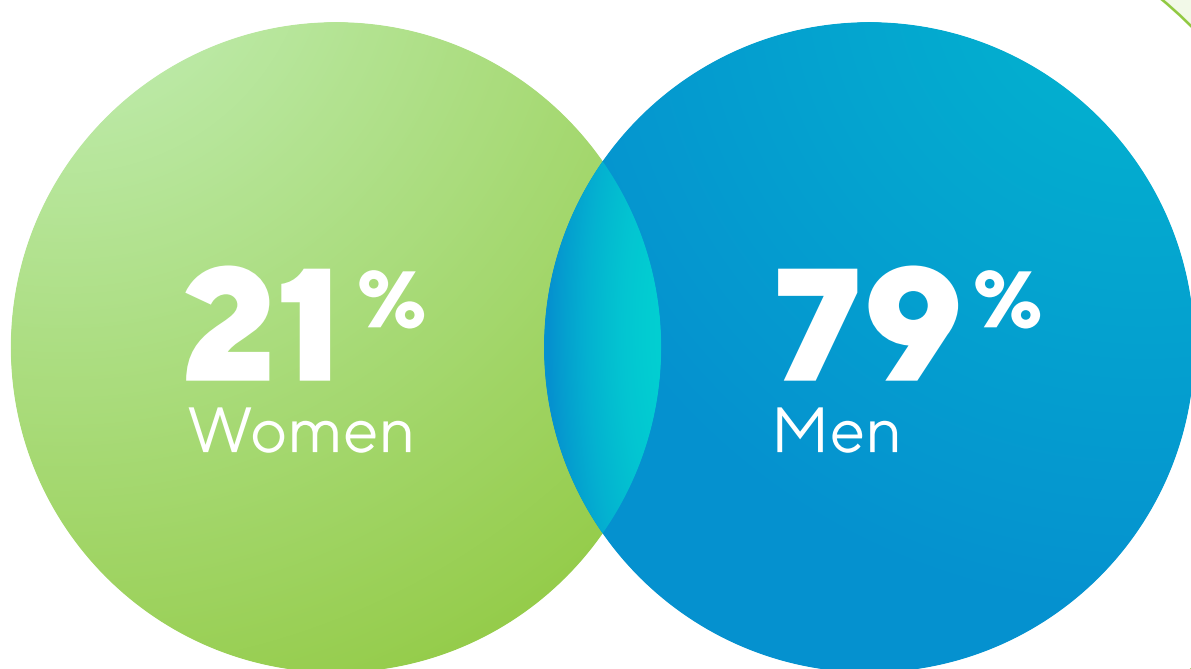
Regulatory
authorities



Employees



Arica community



NATIONALITY

84% Chilean **8%** Venezuelan **8%** Other nationalities

AGE

21% under 30 years of age **36%** between 30 and 40 years of age **21%** between 41 and 50 years of age
15% between 51 and 60 years of age **6%** between 61 and 70 years of age **1%** over 70 years of age

PLACE OF WORK

87% Arica **10%** Santiago **3%** Abroad

PEOPLE WITH DISABILITIES

1

SSINDEX 2022 WORKERS

82% 'Diversity and inclusion' item

We perform our activities and build relationships in an environment where respect and the promotion of diversity and inclusion are at the core of our organizational culture, and where we seek to ensure the integration and development of people within the Company.

We are convinced that diversity enriches us as an organization, so we will continue to foster a culture that promotes non-discrimination and respect, and a place where each employee can pursue his or her full potential.

In this context, during 2022 we joined the Inclusive Companies Network (ReIN, for its acronym in Spanish), an initiative that brings together more than 70 organizations to promote responsible processes of labor inclusion in Chile with the aim of learning about best practices and the experience of other companies in this area.

Following the previous principles, we believe in fair remuneration as part of our commitment to our team.

Wage gap 2022*

	Average	Median
Senior Management	66%	66%
Management	167%	154%
Leadership	71%	77%
Other professionals	102%	66%
Other technicians	93%	95%
Operator	N/A	N/A
Sales force	N/A	N/A
Administrative	104%	87%
Assistant	65%	131%
Total	87%	95%

* Measured as the percentage that the gross salary of women represents with respect to the gross salary of men.

Ratio of the minimum wage to the local minimum wage

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Lowest gross income*	\$385,200	\$390,244	\$397,550	\$421,826	\$488,806	\$488,806
Minimum income	\$317,250	\$317,250	\$334,250	\$334,250	\$400,000	\$400,000
Ratio	1.21	1.23	1.19	1.26	1.22	1.22
Legal bonus	\$125,578	\$125,578	\$132,307	\$132,307	\$158,333	\$158,333
Adjusted ratio	1.61	1.63	1.59	1.66	1.62	1.62

* Considers only base salary, without legal bonuses, overtime, bonuses, allowances and other benefits.

Review our Diversity and Inclusion Policy here

[SEE MORE](#)



3.6.3.4 Contractors' management

SDG



STAKEHOLDERS



At Golden Omega, contractors play a key role in our operations. We strive to establish long-term relationships with them, based on professional excellence and the adoption of safety standards like those apply to our employees. We also work together to continually improve our industry-specific know-how and techniques.

This is reflected in the latest SSIndex evaluation, in which our service contractors rated Golden Omega's work on ESG variables with an average score of 89 percent. It is worth noting that in the same survey, contractors assigned a score of 92 percent to the 'Selection' item, which represents a significant improvement and with which we met the goal we have set for.

During 2023 we will strengthen the administrative processes with our contractors, so that they can have the best experience working with Golden Omega.

By 2025, our goal is to formally establish a contractor development program, which will allow us to systematically address our relationship with the most recurring local suppliers.

89%

SSIndex 2022 Suppliers
'Contractors' group

92%

SSIndex 2022 Suppliers
'Contractors' group,
'Selection' item





3.6.4

Bringing value to the community

SDG



STAKEHOLDERS



Arica
Community



Trade
associations



Organizations with activities in
the surrounding area

We are committed to the community we are part of with concrete actions intended to promote its development and protect the environment.

We have established long-term relationships of mutual collaboration with public and private organizations, we participate in volunteer programs, and we lead initiatives aimed at preserving the purity of our sea.

COLLABORATION WITH PUBLIC AND PRIVATE ORGANIZATIONS ENGAGED IN LOCAL COMMUNITY DEVELOPMENT

This year, Golden Omega intensified its involvement with the local community development through different initiatives aimed at contributing by sharing our vision:

◆ Territorial Development Corporation of Arica y Parinacota Region (Chile)

Objective: undertaking strategic projects leading to development and wellbeing for the inhabitants of the region. It is made up of the Regional Government and five other institutions.
Participation: member of the Board of Directors

◆ Regional Committee for Science, Technology and Innovation of Arica y Parinacota (CRCTI)

Objective: designing a regional strategy in this area to promote the region's development for the period 2022 - 2030. It is made up of representatives from the public sector, academia and the private sector.
Participation: member of the Committee

◆ Arica Day Seminar

Objective: promoting the different benefits and incentives offered by the region to attract investment. It is organized by Asociación de Industriales de Arica (Association of Industrialists of Arica, ASINDA).
Participation: panelist

◆ Collaboration agreement with Universidad de Tarapacá

Objective: facilitating professional internships and degree activities at Golden Omega, organizing seminars on different topics of interest and promoting technical tours to our facilities as part of the students' learning process.



OLAS ZERO PLÁSTICO

WAVES ZERO PLASTIC

Since 2018 our Waves Zero Plastic initiative seeks to raise awareness in the community about the serious impact caused by plastic waste on marine wildlife. This is a problem affecting different places in the world and one that we are trying to prevent on our coasts.

During 2022 we resumed the in-person activities of Waves Zero Plastic, such as beach clean ups and talks in schools, which were cancelled during 2020 and 2021 as a preventive measure due to the COVID-19 pandemic. Volunteers from our initiative participated in the International Beach Clean-up Day, gave talks at the Bicentenario Pablo Neruda and Jovina Naranjo Fernández high schools, and organized a beach clean-up activity in the context of the National Sailing Schools Championship, organized by the Arica Nautical Sports Club.

We also expect to resume the traditional Summer Campaign in 2023 and, in addition, to develop a project to extend our contribution to education in the areas of nutrition and Omega-3.

2 Beach clean ups

2 Talks at 2 local schools

12 Publications in local press

Active participation in social media





SHARED VALUE

We offer a major source of employment for Arica city, in northern Chile, where approximately 75 percent of the workers in our production plant come from.

We promote the development of our local contractors. We work with them on the specific know-how and skills that our business requires.

OTHER CONTRIBUTIONS

We contributed to the COVID-19 pandemic prevention measures in Arica, supplying hand sanitizer to public institutions such as the Arica Health Service and the Chinchorro Local Public Education Service in 2022.

We participate in volunteer programs. During 2022, Golden Omega employees and members of their families participated in mentoring programs developed by Fundación Belén Educa (Bethlehem Education Foundation) to guide high school third and fourth grade students in their professional development, through monthly vocational guidance meetings. These programs have stimulated students' interest in pursuing professional education.

POLICY OF CONTRIBUTIONS TO THE COMMUNITY

This document provides guidelines so that the support and direct contributions that the Company provides through donations, sponsorships or others, are carried out in form and substance, in accordance with its principles and values, for the direct benefit of the community.

[DOWNLOAD](#)

US\$ 3.29 million

workforce remuneration in Arica.

US\$ 2.5 million

projects and services performed by local contractors.

2,600 liters

of hand sanitizer.

18 students

in mentoring programs.





3.6.5 Ethics in business

STAKEHOLDERS



We seek that the purity and transparency of our products it is reflected in how we do things.

We maintain strong, honest and long-standing business relationships with our clients, partners and collaborators worldwide.

- ◆ **Building** permanent and mutual collaboration relationships with the communities where we operate.
- ◆ **Maintaining** transparent and honest communication with the different stakeholders relevant to our Company.
- ◆ **Complying** with current legislation and other commitments that regulate our business and, to the best of our ability, positively exceed the established standards.
- ◆ **Implementing** risk management systems and procedures in our business, assessing performance on a regular basis, and taking timely corrective measures as needed.
- ◆ **Engaging** our employees, contractors and suppliers in the fulfillment of our commitments, through proper training and dissemination of the same, making sure that the commitments are implemented through joint collaboration.

3.6.5.1 Governance

The Company's corporate governance structures play an essential role in sustainable value management by embracing ethical and professional values that ensure regulatory compliance and promote the integrity of every person in the Company.

3.6.5.2 Our commitment

- ◆ **Contributing** to society through the creation of the greatest possible value that benefits shareholders, employees, suppliers, clients and communities where we operate in a sustainable way, through efficient, responsible, innovative and quality management in all our processes.
- ◆ **Promoting** the sustainable use of natural resources in our environment, investing in research, innovation, technology and training, to prevent and reduce progressively, continuously and systematically the environmental impact of our activities, products and services.
- ◆ **Providing** all our customers with quality products, in a sustained manner over time, encouraging our suppliers to be part of our value and quality chain.
- ◆ **Ensuring** occupational health and safety of our employees, as well as those who work in partner companies, and strive to reduce the risks continuously and progressively in our operations and services.
- ◆ **Building** the conditions for the development of all members of the Company, promoting work environments based on respect, honesty, professional quality, training and teamwork.

3.6.5.3 Compliance management



At Golden Omega we are committed to a robust ethical compliance management system, focused on the implementation of best practices at national and international level. This system is based on the principles of our Code of Ethics and the Compliance Policies, Procedures and Programs detailed in this chapter.

CODE OF ETHICS

Body of ethical principles that guide the conduct of each member of the organization in the development of its activities, promoting an environment of transparency, rectitude, respect and personal integrity that permeates the culture of the Company.

[DOWNLOAD](#)



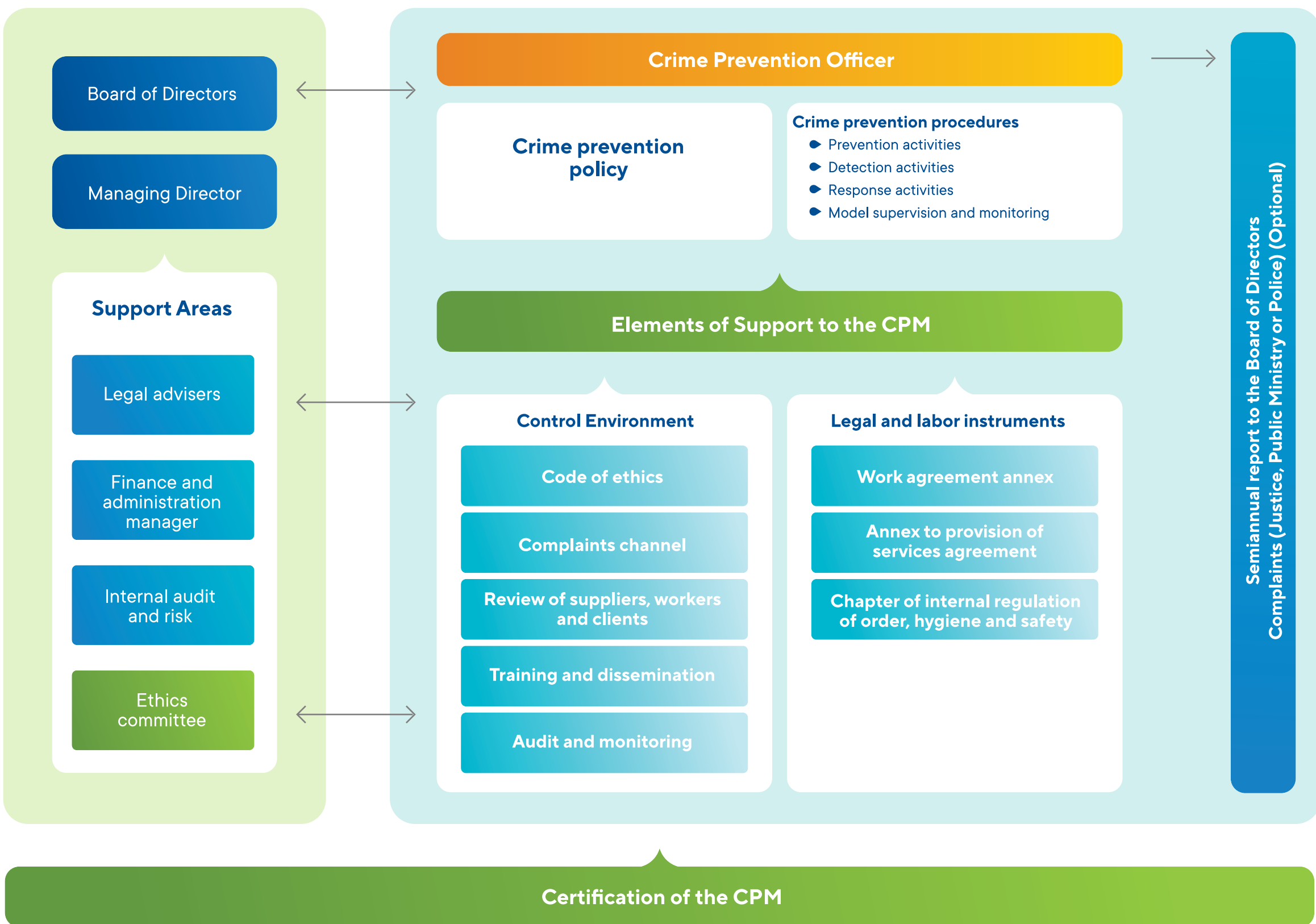
3.6.5.3.1

Crime Prevention Model of Chilean Law 20,393 / Anti-corruption

A system aimed at preventing the crimes set forth in Chilean Law 20.393, among which the following stand out:

Bribery of public officials	Water pollution	Attack to the integrity of a computer system
Money-laundering	Breach of closed fishing season	Illegal access to a computer system
Financing of terrorism	Illegal marketing, processing, manufacturing or storage of collapsed or overexploited hydrobiological products.	Unlawful interception
Receiving stolen property	Arms control law offenses	Attack to the integrity of IT data
Incompatible negotiation	Arranging transportation of an employee to his/her workplace in times of pandemic while knowing that it is prohibited.	Computer-related forgery
Corruption between private individuals		Cybertheft
Unfair administration		Computer fraud
Misappropriation		Abuse of devices

The Crime Prevention Model (CPM) contains, among others, the following elements:





CRIME PREVENTION POLICY

Establishes the guidelines underpinning the adoption, implementation and operation of the CPM.

[DOWNLOAD](#)

CONFLICT OF INTEREST MANAGEMENT POLICY

Aims to identify and regulate situations that constitute a potential conflict of interest for the Company's employees, directors, executives, representatives and advisors.

[DOWNLOAD](#)

CRIME PREVENTION OFFICER

Responsible for promoting, applying and supervising the rules established in the CPM. Reports to the Board of Directors of the Company, not having any other position in it.

INTERNAL REGULATIONS OF ORDER, HYGIENE AND SAFETY

As required by Article 153 of the Chilean Labor Code and Article 67 of Chilean Law No 16,744, on Social Security against Risks of Occupational Accidents and Occupational Diseases.

[DOWNLOAD](#)

CRIME PREVENTION PROCEDURE

Establishes the activities involved in the implementation and operation of the CPM.

[DOWNLOAD](#)

COMPLAINTS PROCEDURE

Establishes the Complaints Channel, the types of complaints, their content, treatment, follow-up and communication of results.

[DOWNLOAD](#)

COMPLAINTS CHANNEL

Available on the company's website to report by any person and under secrecy, crimes under Chilean Law No 20,393, as well as other misconduct. It is managed by the Crime Prevention Officer.

[SEE MORE](#)

No complaints were reported during the year 2022 for violations of the Crime Prevention Model or the Code of Ethics.

TRAINING AND DISSEMINATION ACTIVITIES

76% of employees trained in the Crime Prevention Model

13 executives trained on computer-related crimes

8 activities to disseminate the Crime Prevention Model

GOAL 2023
50% of recurrent contractors trained in relationships with authorities and anti-corruption

EXTERNAL AUDIT

Responsible for auditing and reporting on the Company's financial statements. The audit firm is appointed by the Ordinary General Shareholders' Meeting, and KPMG was selected for the 2022 period.

INTERNAL AUDIT

Responsible for assessing the internal control system of the Company. Reporting directly to the Chairman of the Board of Directors. This task is currently performed by Servicios Corporativos SerCor S.A.

The evaluation on the compliance with the Crime Prevention Model as of December 2022 was rated as 'Optimal', the highest possible rating on the auditor's scale.

CERTIFICATION

The Crime Prevention Model of Golden Omega S.A. was certified by ICR Clasificadora de Riesgos Ltda. for the period from April 2021 to April 2023.





3.6.5.3.2
Risk Management

The development of any activity is exposed to situations that may have a negative impact on the proposed objectives.

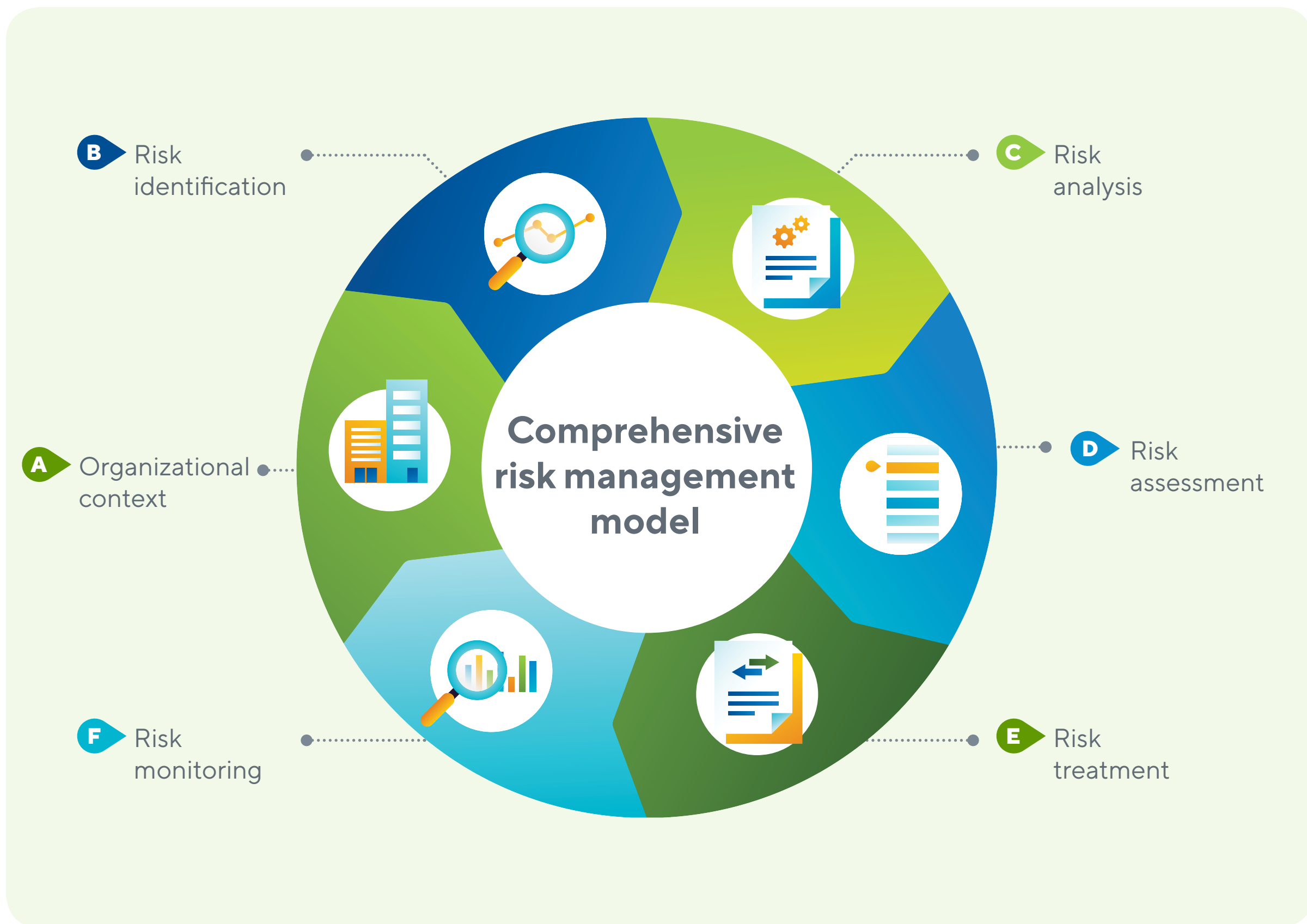
Because of the diversity of risks, a deeper, methodological and systematic approach to risk management is required.

COMPREHENSIVE RISK MANAGEMENT POLICY

Defines the guidelines and principles for systematic recognition of internal or external events that may represent risks to the achievement of the Company’s business objectives. Likewise, it provides the tools to evaluate risks in a consistent manner, determine their consequences and develop detection, prevention and mitigation actions to keep them at an acceptable level.

DOWNLOAD

Risk category	Management	Time horizon	Examples
Strategic	Board of Directors	Long term	Economic cycle, market changes, new technologies, etc.
Environment	Resolved by the Board of Directors and managed by the administration.	Medium term	Legal regulations, relations with stakeholders, social and cultural environment, etc.
Processes	Administration	Short term	Procurement, production, liquidity management, health and safety, reporting, contractors, etc.



TYPE OF RISKS

Inherent Risk: Any activity that just by the fact of being performed has an implicit risk associated with it (i.e., before applying controls). It is also called pure risk.

Residual Risk: The implementation of controls is intended to detect, prevent and mitigate the identified risks. The controls should result in a lower probability of occurrence, a lower impact or both effects at the same time.

COMPREHENSIVE RISK MANAGEMENT MODEL

The Comprehensive Risk Management Model includes a series of concepts, definitions, tools and processes to identify, categorize and evaluate risks in the business processes; the model defines the control measures for their mitigation, monitors their implementation and reports the results to the Company's Board of Directors. The conceptual framework applied is the ISO 31000 standard.

RISKS MANAGEMENT UNIT

The Company has a Risk Management Steering Committee that meets every six months and determines the strategic risk management direction, approves resources, the work plan and reports on the main advances in risk control and treatment. There is also an Executive Risk Management Committee, which meets quarterly and decides on the implementation of the Risk Management Policy and the Comprehensive Risk Management Model previously described.

RISK ANALYSIS

In 2022, a complete review of the risk matrix was carried out with different Company executives, including economic, environmental and social risks.



3.6.5.3.3 Free Competition

Free competition is the essential basis for the development of the markets in which we participate, since it allows the generation of wealth, equal opportunities, greater efficiency in production and encourages innovation, as well.

As a result of our commitment to free competition, the Company has never been subject to legal disputes related to unfair competition or infringements in these matters.

During 2022, progress was made in developing courses for employees on free competition, which will be available during 2023.

2023 TARGET

90%

percent of employees
trained in antitrust
matters.

Review our
Free Competition Policy here

SEE MORE

3.6.5.3.4 Human Rights

The care and respect of our workers and interest groups is one of our fundamental principles.

Our **Human Rights Policy** brings together the principles that have guided the Company's actions in this area throughout its history, where strict adherence to ethical principles, personal integrity and full respect for established standards have prevailed.

In keeping with the same, we strive to ensure that our activities respect the human rights of our employees and of all those who are part of our stakeholders. In Golden Omega there is no forced or compulsory labor, nor is underage labor allowed.

During 2022, we made progress in developing courses on human rights, which will be available during 2023.

2023 TARGET

90%

percent of employees
trained in human rights.

Review our
Human Rights Policy here

SEE MORE

3.6.5.3.5 Information Security

Protecting the confidentiality, integrity and availability of information assets through adequate risk management is of paramount importance in our work.

During 2022, significant progress was made in the implementation of an **Information Security Management System** (ISMS), updating the relevant policy, creating the Information Security Committee, providing training on information security issues to employees and defining an inventory of information assets.

We expect to move forward in 2023 regarding risk assessment linked to information security, the implementation of priority controls, and the development of specific policies and procedures.

Review our
Information Security Policy here

SEE MORE





Everything around us is
part of us



CAPÍTULO 4

General information

Committed to the future



4.1 Information of the Company

Registered name: Golden Omega S.A.
Tax ID: 76.044.336-0
Date of incorporation: December 26th, 2008
Type of entity: Closely Held Corporation
Legal address: Av. Comandante San Martín 3460 Lote B2, Arica
Telephone: +56 67 2589110
Website: www.goldenomega.cl

4.2 Fines and penalties

During 2022, the Company has not failed to comply with any regulations, nor has it received any observations, fines or penalties from regulatory agencies.





4.3 Sustainability metrics and indicators

WATER RESOURCE AND EFFLUENTS MANAGEMENT

Composition of extraction and discharge of water

2018

2019

2020

2021

2022

GRI 303-3

Water extracted

a. Water extracted (megaliters)

i Superficial water

ii Underground water

iii Sea water

iv Produced water

v Third party water

Total

b. Extraction of water from areas with water stress

i Superficial water

ii Underground water

iii Sea water

iv Produced water

v Third party water

Total

-

-

-

-

-

-

-

-

-

2,889

3,387

3,513

3,329

3,609

-

-

-

-

139

121

115

108

152

3,028

3,508

3,628

3,437

3,762

-

-

-

-

-

-

-

-

2,889

3,387

3,513

3,329

3,609

-

-

-

-

139

121

115

108

152

3,028

3,508

3,628

3,437

3,762



WATER RESOURCE AND EFFLUENTS MANAGEMENT

Composition of extraction and discharge of water

2018

2019

2020

2021

2022

GRI 303-4

Water discharge (megaliters)

i Superficial water

ii Underground water

iii Sea water

iv Produced water

v Third party water

Total

GRI 303-5

Water consumption (megaliters)

a. All zones

b. Areas with water stress

Effluent analysis*

Parameter

Unit

2018

2019

2020

2021

2022

Limit DS°90

Oils and fats

mg/l

26.96

11.17

8.00

7.83

13.08

150

Aluminum

mg/l

0.05

0.13

0.04

0.05

0.03

10

SAAM detergent**

mg/l

0.33

0.37

0.12

0.07

0.00

15

Settleable solids

ml/l/h

0.00

0.00

0.00

0.00

0.00

20

Total suspended solids

mg/l

32.75

25.25

19.00

54.08

78.33

300

* According to DFZ/RPM 893

** Substances active to methylene blue



ENERGY AND EMISSIONS MANAGEMENT

Composition of energy consumption

2018

2019

2020

2021

2022

GRI 302-1

Energy consumption

a. Non-renewable sources

Bunker oil (kg)

2,603,444

2,731,997

3,087,071

710,462

-

Bunker oil (megajoules)

110,542,252

116,000,605

131,077,043

30,166,203

-

Diesel oil (kg)

36,240

45,146

47,193

42,523

78,212

Diesel oil (megajoules)

1,651,446

2,057,307

2,150,590

1,937,769

3,564,121

Liquefied petroleum gas (kg)

8,652

8,099

7,861

2,025,278

3,084,626

Liquefied petroleum gas (megajoules)

415,296

388,752

377,328

97,213,337

148,062,041

Total energy consumption non-renewable sources (megajoules)

112,608,994

118,446,664

133,604,961

129,317,310

151,626,162

b. Renewable sources

-

-

-

-

-

c.i) Electrical consumption

Electrical power (kwh)

10,452,007

10,869,480

11,935,116

12,424,126

13,349,613

Electrical power (megajoules)

37,627,226

39,130,128

42,966,419

44,726,854

48,058,608

c.ii) Heating consumption

-

-

-

-

-

c.iii) Cooling consumption

-

-

-

-

-

c.iv) Steam consumption

-

-

-

-

-

d) Sale of energy

-

-

-

-

-

Total energy consumption (megajoules)

150,236,220

157,576,792

176,571,380

174,044,163

199,684,770



Emissions composition

2018

2019

2020

2021

2022

GRI 305-1

Direct CHG emissions* (ton. CO₂ eq.)

i

Boilers

8,917

9,357

10,573

8,021

1,274

ii

Generators

90

115

125

105

241

iii

Forklifts

18

13

13

14

22

iv

Vehicles (trucks)

16

16

16

16

16

Total

9,041

9,501

10,727

8,157

1,553

GRI 305-4

CHG emissions intensity* (ton. CO₂ eq./ton. product**)

2.34

1.68

1.64

1.33

0.20

GRI 305-7

Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions (ton.)

i

NO_x

17.81

19.21

21.59

11.77

7.25

ii

SO_x

0.15

0.19

0.21

0.18

0.40

iii

COP

-

-

-

-

-

iv

COV

-

-

-

-

-

v

HAP

-

-

-

-

-

vi

PM

1.18

1.28

1.44

0.62

0.47

vii

Others

-

-

-

-

-

* Carbon dioxide (CO₂), Methane (CH₄) and Nitrogen oxide (N₂O).
** Omega-3 concentrates and by-products

Global warming potential of greenhouse gases (compared to CO₂)

Greenhouse gas	Global warming potential
Carbon dioxide CO ₂	1
Methane CH ₄	25
Nitrogen oxide N ₂ O	298
Hydrofluorocarbons HFCs	124 - 14,800
Perfluorocarbons PFCs	7,390 - 12,200
Hexafluoride Sulfide SF ₆	22,800

Source: Fourth Assessment Report (AR4) of the Intergovernmental Panel on Climate Change (IPCC)



WASTE MANAGEMENT

Waste composition		2018	2019	2020	2021	2022
GRI 306-3	Waste generated (ton.)					
	Hazardous waste					
	Ethanol not suitable for sale or reprocessing	58.80	37.28	75.47	80.03	129.87
	Mixtures or emulsions of water and hydrocarbons	38.45	24.09	2.00	14.98	10.81
	Filters with fish oils	14.77	19.31	13.26	30.60	48.03
	Containers that have contained dangerous substances	9.20	14.00	14.11	7.88	11.77
	Unidentified residual chemicals	10.02	6.11	3.42	2.60	-
	Others	8.37	0.76	3.61	0.75	6.37
	Total hazardous waste	139.60	101.54	111.87	136.84	206.85
	Non-hazardous waste					
	Fatty acids suitable for sale or reprocessing	660.34	855.01	894.88	942.00	1,068.94
	Fatty acids not suitable for sale or reprocessing	-	-	786.71	974.59	629.04
	Exhausted bleaching earth	272.34	254.89	267.45	395.06	528.29
	Glycerin not suitable for sale or reprocessing	139.41	466.75	630.26	394.93	103.71
	Industrial waste*	36.08	35.20	32.56	31.68	40.25
	Total non-hazardous waste	1,108.17	1,611.85	2,611.86	2,738.26	2,370.23
	Total waste generated	1,247.77	1,713.39	2,723.73	2,875.10	2,577.08

* Estimated tonnage according to volume of cargo transported.



WASTE MANAGEMENT

Waste composition

2018

2019

2020

2021

2022

GRI 306-4

Waste not intended for disposal (ton.)

Hazardous waste

Ethanol not suitable for sale or reprocessing

58.80

37.28

75.47

80.03

129.87

Total hazardous waste not intended for disposal (ton.)

58.80

37.28

75.47

80.03

129.87

Non-hazardous waste

Fatty acids suitable for sale or reprocessing

660.34

855.01

894.88

942.00

1,068.94

Garbage for recycling (plastics, cans, paper and cardboard)

-

-

2.62

3.11

Total non-hazardous waste not intended for disposal (ton.)

660.34

855.01

894.88

944.62

1,072.05

Total waste not intended for disposal (ton.)

719.14

892.29

970.35

1,024.65

1,201.92



WASTE MANAGEMENT

Waste composition

2018

2019

2020

2021

2022

GRI 306-5

Waste destined for disposal (ton.)

Hazardous waste

Mixtures or emulsions of water and hydrocarbons

38.45

24.09

2.00

14.98

10.81

Filters with fish oils

14.77

19.31

13.26

30.60

48.03

Containers that have contained dangerous substances

9.20

14.00

14.11

7.88

11.77

Unidentified residual chemicals

10.02

6.11

3.42

2.60

-

Others

8.37

0.76

3.61

0.75

6.37

Total hazardous waste destined for disposal

80.80

64.26

36.40

56.81

76.98

Non-hazardous waste

Fatty acids not suitable for sale or reprocessing

-

-

786.71

974.59

629.04

Exhausted bleaching earth

272.34

254.89

267.45

395.06

528.29

Glycerin not suitable for sale or reprocessing

139.41

466.75

630.26

394.93

103.71

Industrial waste*

36.08

35.20

32.56

29.06

37.14

Total non-hazardous waste destined for disposal

447.83

756.84

1,716.98

1,793.64

1,298.18

Total waste destined for disposal

528.63

821.10

1,753.38

1,850.45

1,375.16

* Estimated tonnage according to volume of cargo transported.



WELFARE OF EMPLOYEES

Staff by job category, gender and place of work

Job category	PLACE OF WORK Total			PLACE OF WORK Arica			PLACE OF WORK Santiago			PLACE OF WORK Abroad		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior management	8	1	9	1	-	1	6	-	6	1	1	2
Management	8	1	9	5	-	5	2	-	2	1	1	2
Leadership	19	5	24	19	5	24	-	-	-	-	-	-
Other professionals	3	2	5	3	2	5	-	-	-	-	-	-
Other technicians	27	5	32	26	5	31	1	-	1	-	-	-
Operators	40	-	40	40	-	40	-	-	-	-	-	-
Sales force	-	-	-	-	-	-	-	-	-	-	-	-
Administrative	13	16	29	10	10	20	3	5	8	-	1	1
Assistant	10	5	15	10	5	15	-	-	-	-	-	-
Total	128	35	163	114	27	141	12	5	17	2	3	5

Staff by nationality, position category and gender

Men	Chilean	Venezuelan	Colombian	Peruvian	US	Norwegian	Swiss	Argentinian	Cuban	Total
Senior management	6	-	1	-	1	-	-	-	-	8
Management	7	-	-	-	1	-	-	-	-	8
Leadership	19	-	-	-	-	-	-	-	-	19
Other professionals	3	-	-	-	-	-	-	-	-	3
Other technicians	23	3	-	-	-	-	-	1	-	27
Operators	30	7	2	1	-	-	-	-	-	40
Sales force	-	-	-	-	-	-	-	-	-	-
Administrative	11	1	-	1	-	-	-	-	-	13
Assistant	9	1	-	-	-	-	-	-	-	10
Total	108	12	3	2	2	-	-	1	-	128



Staff by nationality, position category and gender

Women	Chilean	Venezuelan	Colombian	Peruvian	US	Norwegian	Swiss	Argentinian	Cuban	Total
Senior management	-	-	-	-	-	1	-	-	-	1
Management	-	-	-	-	1	-	-	-	-	1
Leadership	5	-	-	-	-	-	-	-	-	5
Other professionals	1	-	-	-	-	-	-	-	1	2
Other technicians	4	1	-	-	-	-	-	-	-	5
Operators	-	-	-	-	-	-	-	-	-	-
Sales force	-	-	-	-	-	-	-	-	-	-
Administrative	14	-	1	-	1	-	-	-	-	16
Assistant	5	-	-	-	-	-	-	-	-	5
Total	29	1	1	-	2	1	-	-	1	35

Staff by nationality, position category and gender

Total	Chilean	Venezuelan	Colombian	Peruvian	US	Norwegian	Swiss	Argentinian	Cuban	Total
Senior management	6	-	1	-	1	1	-	-	-	9
Management	7	-	-	-	2	-	-	-	-	9
Leadership	24	-	-	-	-	-	-	-	-	24
Other professionals	4	-	-	-	-	-	-	-	1	5
Other technicians	27	4	-	-	-	-	-	1	-	32
Operators	30	7	2	1	-	-	-	-	-	40
Sales force	-	-	-	-	-	-	-	-	-	-
Administrative	25	1	1	1	1	-	-	-	-	29
Assistant	14	1	-	-	-	-	-	-	-	15
Total	137	13	4	2	4	1	-	1	1	163



Staff by age range, position category and gender

Men	Less than 30 years	Between 30 and 40 years	Between 41 and 50 years	Between 51 and 60 years	Between 61 and 70 years	More than 70 years	Total
Senior management	-	-	4	4	-	-	8
Management	-	1	1	1	3	2	8
Leadership	1	15	-	3	-	-	19
Other professionals	-	1	1	1	-	-	3
Other technicians	12	10	3	1	1	-	27
Operators	11	12	10	6	1	-	40
Sales force	-	-	-	-	-	-	-
Administrative	3	4	2	3	1	-	13
Assistant	1	1	2	3	3	-	10
Total	28	44	23	22	9	2	128

Women	Less than 30 years	Between 30 and 40 years	Between 41 and 50 years	Between 51 and 60 years	Between 61 and 70 years	More than 70 years	Total
Senior management	-	1	-	-	-	-	1
Management	-	-	1	-	-	-	1
Leadership	-	1	4	-	-	-	5
Other professionals	-	2	-	-	-	-	2
Other technicians	1	4	-	-	-	-	5
Operators	-	-	-	-	-	-	-
Sales force	-	-	-	-	-	-	-
Administrative	5	5	5	1	-	-	16
Assistant	-	2	2	1	-	-	5
Total	6	15	12	2	-	-	35



Staff by age range, position category and gender

Total	Less than 30 years	Between 30 and 40 years	Between 41 and 50 years	Between 51 and 60 years	Between 61 and 70 years	More than 70 years	Total
Senior management	-	1	-	-	-	-	1
Management	-	-	1	-	-	-	1
Leadership	-	1	4	-	-	-	5
Other professionals	-	2	-	-	-	-	2
Other technicians	1	4	-	-	-	-	5
Operators	-	-	-	-	-	-	-
Sales force	-	-	-	-	-	-	-
Administrative	5	5	5	1	-	-	16
Assistant	-	2	2	1	-	-	5
Total	6	15	12	2	-	-	35

Staff by job seniority, position category and gender (according to the seniority of the person in the Company)

Men	Less than 3 years	Between 3 and 6 years	More than 6 and less than 9 years	Between 9 and 12 years	More than 12 years	Total
Senior management	1	-	4	2	1	8
Management	1	2	2	2	1	8
Leadership	3	4	3	6	3	19
Other professionals	1	1	1	-	-	3
Other technicians	20	1	4	2	-	27
Operators	14	11	5	10	-	40
Sales force	-	-	-	-	-	-
Administrative	6	3	3	1	-	13
Assistant	6	1	1	2	-	10
Total	52	23	23	25	5	128



Number of people with disabilities

	Men	Women	Total
Senior management	-	-	-
Management	-	-	-
Leadership	-	-	-
Other professionals	-	-	-
Other technicians	-	-	-
Operators	1	-	1
Sales force	-	-	-
Administrative	-	-	-
Assistant	-	-	-
Total	1	-	1

Labor formality

	Men	Women	Total
Indefinite term contract	118	30	148
Fixed-term contract	10	5	15
Contract for work or task	-	-	-
Fee contract	-	-	-
Total	128	35	163



Work adaptability

	Men	Women	Total
Staff with ordinary working day*	128	35	163
Staff with part-time shift	-	-	-
Staff with labor adaptability agreements for workers with family responsibilities	-	-	-
Total	128	35	163

* Workday greater than 30 hours per week.

Work adaptability - home office

	Men	Women	Total
People who take advantage of teleworking or labor adaptability agreements	25	12	37



Breakdown of female headcount

	Women	Men	%
Share of women in the total workforce (as a percentage of the total workforce)	35	128	21%
Proportion of women in all managerial positions, including leadership, management and senior management (as a percentage of total managerial positions)	7	35	17%
Proportion of women in leadership positions,i.e. first management level (as a percentage of total junior management positions)	5	19	21%
Proportion of women in senior management positions, i.e. a maximum of two levels above CEO or comparable positions (as a percentage of total senior management positions)	-	-	-
Proportion of women in management positions (senior management, management, and leadership) in revenue-generating functions (e.g., sales) as a percentage of all those managers (i.e., excluding support functions such as human resources, IT, legal, etc.)	7	30	19%
Proportion of women in STEM-related positions - Science, Technology, Engineering and Mathematics (as a percentage of total STEM positions)	5	27	16%



Employee benefits

Category	Allowances and benefits	Description	Indefinite-term staffing	Fixed-term staffing
Birth	Birth permit	Right to 5 days of paid leave for the birth of a child, which can be used at choice from the moment of delivery, and in this case it will be continuously, excluding weekly rest, or distribute it within the first month from the date of birth.	✓	✓
	Trousseau	Delivery of trousseau with basic clothing for the newborn	✓	✓
	Nursery Room benefit	Direct payment of the cost of the nursery to the establishment so that the worker can bring her children up to two years of age.	✓	✓
	Nursery Room compensatory bonus	Monetary compensation received by the worker who, for reasons of her child's health, with a prior medical prescription, cannot send her to a nursery. This bonus is a non-taxable concept.	✓	✓
	Nursing leave	The right of female workers to feed their children up to two years of age during the working day, which must be one hour a day without considering travel time.	✓	✓
Scholarship	School assignment Kindergarten, Basic, Secondary, University	Amount of money to support the studies of workers and their children	✓	
Annual outing and vacation	Annual outing	Contribution per worker so that they can organize an outing with their work team	✓	
	Vacation bonus	Amount of money that is granted to the worker on the occasion of his vacation	✓	
National holidays	National holidays bonus	Amount of money that is delivered on the occasion of National Holidays	✓	
	National holidays package	Food box for the worker and his family group	✓	✓



Employee benefits

Category	Allowances and benefits	Description	Indefinite-term staffing	Fixed-term staffing
Christmas	Christmas bonus	Amount of money that is delivered on the occasion of Christmas	✓	
	Christmas package	Food box for the worker and his family group	✓	✓
Agreements	Supplemental Health, Dental, Catastrophic and Life Insurance	Complementary policies for the worker and his family group, co-financed by the company and the worker.	✓	
	Oncology agreement with Fundación Arturo López Pérez	Preferred values for worker and family group. Access to complete cancer treatment at the FALP Clinic.	✓	
	Agreement with Caja de Compensación Los Andes	They offer a series of benefits and agreements which are available to their affiliates and recognized dependants.	✓	✓
Health	Influenza vaccination campaigns	Free vaccination for workers	✓	✓
Transportation	Transportation	Transportation buses for the entry and exit of shifts	✓	✓
Food	Food service	Cafeteria with food service	✓	✓
Other benefits	Sale of food and food supplements	Internal sales to staff of Orizon and Newscience products at a preferential price	✓	

Unionization

	Women	Men	%
Number of unionized employees	15	63	48%
Number of unions	1		



Number of people who took advantage of postnatal leave

	Men	Women	Total
Senior management	-	-	-
Management	-	-	-
Leadership	-	1	1
Other professionals	-	-	-
Other technicians	-	-	-
Operators	-	-	-
Sales force	-	-	-
Administrative	-	1	1
Assistant	-	-	-
Total	-	2	2

Average number of days of postnatal leave used during the year

	Men	Women	Total
Senior management	-	-	-
Management	-	-	-
Leadership	-	10	10
Other professionals	-	-	-
Other technicians	-	-	-
Operators	-	-	-
Sales force	-	-	-
Administrative	-	148	148
Assistant	-	-	-
Total	-	158	158



Hiring

	Men	Women	Total
Number of new hires	44	12	56
Hiring rate	34%	34%	34%

Internal mobility

	Men	Women	Total
Positions covered by internal personnel (ascent or horizontal movement)	14	2	16
% Internal mobility	24%	14%	22%

Exits

	Men	Women	Total
Total number of people terminated (voluntary and involuntary) *	30	6	36
Turnover rate	23%	17%	22%
Number of people who resigned, took early retirement or died (voluntary)	9	4	13

* The main causes of exits are due to company needs, mostly associated with structural changes, and voluntary resignations mainly related to job changes.



HEALTH AND SAFETY AT WORK

Number of accidents

	2018	2019	2020	2021	2022
Workforce considered for the health and safety indicators	133	135	124	134	146
Number of hours worked	271,141	280,860	251,519	278,372	298,075
Number of days lost due to occupational accidents	6	65	27	-	-
Total number of occupational accidents (with and without lost time)	26	18	16	5	15
Number of occupational accidents with lost time	1	4	3	-	-
Number of occupational accidents with great consequences	-	-	-	-	-
Number of cases of recordable work-related ailments and illnesses	-	-	9 (covid)	17 (covid)	38 (covid)
Accident rate*	0.8%	3.0%	2.4%	0.0%	0.0%
Events rate**	19.5%	13.3%	12.9%	3.7%	10.3%

* Number of occupational accidents with lost time / workforce.

** Total number of workplace accidents (with and without lost time) / workforce.

Safety and occupational health courses

Subject	Area
Orientation in risk prevention	Members of the Health and Safety Joint Committee
Investigation of accidents	Members of the Health and Safety Joint Committee
Hazard identification and risk assessment at work	Members of the Health and Safety Joint Committee
Work at height, ladders and roofs	Production, maintenance, general services, quality control, materials warehouse
Handling of fire extinguishers	Administration, quality assurance, materials warehouse, finished products warehouse, management, maintenance, planning, pilot plant, general services, production, occupational health and safety
Handling of hazardous chemicals	Warehouse for materials, warehouse for finished products, quality control, maintenance, production, general services
Manual load handling	Quality control, production, general services
Avoiding Upper Extremity Musculoskeletal Disorders (Tmert) at Work	Formulation and packaging, general services
Psychological recommendations on teleworking	Administration, quality assurance, materials warehouse, finished products warehouse, management, maintenance, planning, production, occupational health and safety
Safe work in confined spaces	Maintenance, general services
DEKRA	Supervisors and middle managers



4.4 Policies and procedures

The policies and rules defined by Golden Omega's corporate governance are described in the following documents:

Human Rights Policy

[DOWNLOAD](#)

General Antitrust Policy

[DOWNLOAD](#)

Policy of Contributions to the Community

[DOWNLOAD](#)

Risk Management Policy

[DOWNLOAD](#)

Sustainability Policy

[DOWNLOAD](#)

Supply Chain Safety Policy

[DOWNLOAD](#)

Information Security Policy

[DOWNLOAD](#)

Crime Prevention Policy

[DOWNLOAD](#)

Regulation of Internal Order, Hygiene and Safety

[DOWNLOAD](#)

Diversity and Inclusion Policy

[DOWNLOAD](#)

Conflict of Interest Management Policy

[DOWNLOAD](#)

Code of Ethics

[DOWNLOAD](#)

Crime Prevention Procedure

[DOWNLOAD](#)

Complaints Procedure

[DOWNLOAD](#)



4.5 GRI contents index

GENERAL CONTENTS

Standard	Contents	Reference to the chapter in this report / Comments	Page
GRI 2: General Contents (2021)	2-1 Organizational details	Information of the Company	68
	2-2 Entities included in sustainability reporting	About our sustainability report	4
	2-3 Reporting period, frequency and contact point	About our sustainability report	4
	2-4 Information update	Comment: during the period, no relevant changes occurred in the information reported.	Does not apply
	2-5 External verification	About our sustainability report	4
	2-6 Activities, value chain and other business relationships	Value creation model	9 and 10
	2-7 Employees	Sustainability metrics and indicators - Welfare of employees	76 and 86
	2-8 Non-employees	Contractor management	56
	2-9 Governance structure and composition	Board of Directors	17 and 18
	2-10 Appointment and selection of the highest governance body	Board of Directors	18
	2-11 Chair of the highest governance body	Board of Directors	18
	2-12 Role of the highest governance body in overseeing impacts management.	Committees	19
	2-13 Delegation of impact management responsibility.	Administration	17 and 19
	2-14 Role of the highest governance body in sustainability reporting.	Administration	19
	2-15 Conflicts of interest	Compliance management	60 to 62
	2-16 Communication of critical concerns	Compliance management - Code of Ethics	60 to 62
	2-17 Collective knowledge of the highest governance body	Board of Directors	18
	2-18 Performance evaluation of the highest governance body.	Comment: there is no performance evaluation process for the Board of Directors, the Board is elected by vote every 3 years at the Ordinary General Shareholders' Meeting.	Does not apply
		Board of Directors	Not disclosed
	2-19 Remuneration policies	Board of Directors	It is an attribution of the Ordinary General Shareholders' Meeting
	2-20 Process to determine remuneration	Board of Directors	Determined in Ordinary General Shareholders' Meeting
	2-21 Annual total compensation ratio	Board of Directors	Does not apply
	2-22 Sustainable development strategy statement	Sustainability Strategy	23 to 30



GENERAL CONTENTS

Standard	Contents	Reference to the chapter in this report / Comments	Page
GRI 2: General Contents (2021)	2-23 Commitments and policies	Material topics and progress on our sustainability strategy	27 to 28
	2-24 Incorporation of commitments and policies	Material topics and progress on our sustainability strategy	27 to 39
	2-25 Processes for remediation of negative impacts	Sustainability principles	23 and 24
	2-26 Mechanisms for seeking advice and raising concerns.	Committees	19
	2-27 Compliance with laws and regulations	Compliance management	60 to 65
	2-28 Membership in associations	Industry collaboration	20
	2-29 Approach to Stakeholders Engagement	Commitment to our stakeholders	26 to 29

MATERIAL TOPICS

Standard	Contents	Reference to the chapter in this report / Comments	Page
GRI 3: Material topics (2021)	3-1 Process to determine material topics	Materiality process	29
	3-2 List of material topics	Commitment to our stakeholders	32 to 39
	3-3 Material topics management	Commitment to our stakeholders	32 to 65



SPECIFIC ECONOMIC CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 201: Economic performance (2016)	Creating shared value with the community	201-1 Direct economic value generated and distributed	Adding value to the community	59
		201-4 Financial assistance from government	Comment: Golden Omega has received \$45,978,902 pesos as per the 'Chilean Law No 19,853 that Establishes a Bonus for Labor Recruitment in Regions I, XV, XI, XI, XII and the provinces of Chiloe and Palena', applicable to the period 2022.	Does not apply
		202-2 Percentage of senior management recruited from the local community	Comment: Six of the Senior Management executives and Managers live in the city of Arica, Chile, equivalent to a 33% of the senior executives.	Does not apply
GRI 203: Indirect economic impacts (2016)	Creating shared value with the community	203-1 Investments in infrastructure and supported services	Adding value to the community	59
		203-2 Significant indirect economic impacts	Adding value to the community	59
GRI 204: Supply practices (2016)	Suppliers' management	204-1 Percentage of expenditures on local suppliers	Comment: 46% of the total value paid in contractor services corresponds to companies in Arica, Chile.	Does not apply
			Adding value to the community	59
GRI 205: Anti-corruption (2016)	Compliance management	205-1 Operations assessed according to corruption-related risks.	Crime Prevention Model of Law 20,393 (CPM) / Anti-corruption	61
		205-2 Communication and training on anti-corruption policies and procedures	Crime Prevention Model of Law 20,393 (CPM) / Anti-corruption	60 to 62
		205-3 Corruption incidents confirmed, and measures taken	Crime Prevention Model of Law 20,393 (CPM) / Anti-corruption	62
GRI 206: Unfair competition (2016)	Compliance management	206-1 Legal actions related to unfair competition and monopolistic practices and against free competition.	Free Competition	65
			Policies and procedures	65
GRI 207: Taxation system (2019)	Compliance management	207-1 Fiscal approach	Comment: Golden Omega S.A. has subsidiaries in the United States and Norway, complying with the tax legislation of each country. Intercompany transactions are carried out at market values, in strict compliance with local regulations.	Does not apply
		207-2 Fiscal governance, control and risk management	Comment: Golden Omega's financial statements and tax information are audited by an independent third party and approved by the Board of Directors.	Does not apply



SPECIFIC ENVIRONMENTAL CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 301: Materials (2016)	Waste management	301-1 Materials used by weight or volume	Comment: The main materials used are fish oil, ethanol, sulfuric acid, sodium ethoxide, bleaching earth, caustic soda, glycerin, enzymes.	Does not apply
			Responsible sourcing	42, 47 and 48
			Sustainability metrics and indicators - Waste management	48, 73, 74 and 75
		301-2 Recycled inputs used	Comment: of the main materials used, the following inputs are recycled: ethanol, fatty acids.	47 and 48
			Waste management.	47 and 48
		301-3 Recycled products and packaging materials	Comment: The weight of product packaging sold in 2022 is 242 tons, mainly steel drums and wooden pallets used for export, none of which are recycled. 100% of these materials are recyclable	Does not apply
GRI 302: Energy (2016)	Energy and emissions management	302-1 Energy consumption inside the organization	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	45, 46 and 71
		302-2 Energy consumption outside of the organization	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	Not available
		302-3 Energy intensity	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	45, 46 and 71
		302-4 Reduction of energy consumption	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	45, 46 and 71
		302-5 Reduction of energy requirements of products and services	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	45, 46 and 71
GRI 303: Water and effluents (2018)	Water resource and effluents management	303-1 Interaction with water as a shared resource	Water resource and effluents management	43 and 44
			Sustainability metrics and indicators - Water resource and effluents management	43, 44, 69 and 70
		303-2 Management of impacts related to water discharge	Water resource and effluents management	43 and 44
			Sustainability metrics and indicators - Water resource and effluents management	43, 44 and 70
		303-3 Water extraction	Water resource and effluents management	43 and 44
			Sustainability metrics and indicators - Water resource and effluents management	43, 44 and 69



SPECIFIC ENVIRONMENTAL CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 303: Water and effluents (2018)	Water resource and effluents management	303-4 Water discharge	Water resource and effluents management	43 and 44
			Sustainability metrics and indicators – Water resource and effluents management	43, 44 and 70
		303-5 Water consumption	Water resource and effluents management	43 and 44
			Sustainability metrics and indicators – Water resource and effluents management	43, 44 and 70
GRI 305: Emissions (2016)	Energy and emissions management	305-1 Direct GHG emissions(scope 1)	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
		305-2 Indirect GHG emissions related to energy (scope 2)	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
		305-3 Other indirect GHG emissions (scope 3)	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
		305-4 GHG emissions intensity	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
		305-5 Reduction of GHG emissions	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
		305-6 Emissions of ozone depleting substances	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
		305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant emissions to air	Energy and emissions management	45 and 46
			Sustainability metrics and indicators - Energy and emissions management	72
GRI 306: Waste (2020)	Waste management	306-1 Waste generation and significant waste-related impacts	Waste management	47 and 48
			Sustainability metrics and indicators – Waste management	47, 48, 73, 74 and 75
		306-2 Management of significant waste-related impacts	Waste management	47 and 48
			Sustainability metrics and indicators – Waste management	47, 48, 73, 74 and 75
		306-3 Waste generated	Waste management	47 and 48
			Sustainability metrics and indicators – Waste management	47, 48, 73, 74 and 75



SPECIFIC ENVIRONMENTAL CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 306: Waste (2020)	Waste management	306-4 Waste not destined for disposal	Waste management	47 and 48
			Sustainability metrics and indicators – Waste management	47, 48 and 74
		306-5 Waste for disposal	Waste management	47 and 48
			Sustainability metrics and indicators – Waste management	47, 48 and 75
GRI 308: Environmental assessment of suppliers (2016)	Suppliers' management	308-1 New suppliers that have passed selection filters in accordance with environmental criteria.	Responsible sourcing	42
		308-2 Negative environmental impacts in the supply chain and actions taken.	Responsible sourcing	42

SPECIFIC SOCIAL CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 401: Employment (2016)	Welfare of employees	401-1 Recruitment of employees and staff turnover	Sustainability metrics and indicators – Welfare of employees	86
		401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	Sustainability metrics and indicators – Welfare of employees	83 and 84
		401-3 Parental leave	Sustainability metrics and indicators – Welfare of employees	85
GRI 403: Occupational health and safety (2018)	Occupational health and safety	403-1 Occupational health and safety management system	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
		403-2 Hazard identification, risk assessment and incident investigation	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
		403-3 Occupational health services	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
		403-4 Worker participation, consultation and communication on occupational health and safety	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
		403-5 Worker training on occupational health and safety	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
		403-6 Promotion of workers' health	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87



SPECIFIC SOCIAL CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 403: Occupational health and safety (2018)	Occupational health and safety	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Occupational health and safety	Not available
			Sustainability metrics and indicators – Occupational health and safety	Not available
		403-8 Coverage of occupational health and safety management system	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
		403-9 Occupational injuries	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
GRI 404: Training and education (2016)	Welfare of employees	404-1 Average number of training hours per year per employee	Occupational health and safety	52 and 53
			Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
			Occupational health and safety	52 and 53
		404-10 Occupational illnesses and diseases	Sustainability metrics and indicators – Occupational health and safety	52, 53 and 87
GRI 404: Training and education (2016)	Welfare of employees	404-1 Average number of training hours per year per employee	Welfare of employees	54
			Comment: the 7 courses registered in the Training Portal total an average of 2.2 hours of training per employee during 2022	Does not apply
			Welfare of employees	54
		404-2 Programs to develop employee competencies and transition assistance programs	Welfare of employees	54
GRI 405: Diversity and equal opportunities (2016)	Diversity and inclusion	405-1 Diversity of governance bodies and employees.	Diversity and inclusion	55
		405-2 Ratio between basic salary and remuneration of women and men	Diversity and inclusion	55
GRI 406: Non-discrimination (2016)	Diversity and inclusion	406-1 Cases of discrimination and corrective actions	Diversity and inclusion	55
GRI 408: Child labor (2016)	Regulatory compliance	408-1 Operations and suppliers with significant risk of child labor.	Human Rights	65
GRI 409: Forced or compulsory labor (2016)	Regulatory compliance	409-1 Operations and suppliers with significant risk of forced or compulsory labor	Human Rights	65
GRI 413: Local communities (2016)	Creating shared value with the community	413-1 Operations with local community engagement programs, impact assessments, and development	Adding value to the community	57 to 59
		413-2 Operations with significant actual or potential negative impacts on local communities.	Comment: There are no communities near Golden Omega's facilities that may be affected by actual or potential direct negative impacts	Does not apply
GRI 414: Social assessment of suppliers (2016)	Suppliers' management	414-1 New suppliers that have passed selection filters according to social criteria.	Responsible sourcing	42
		414-2 Negative social impacts in the supply chain and actions taken.s	Responsible sourcing	42
GRI 415: Public policy (2016)	Compliance management	415-1 Contribution to political parties and/or representatives	Comment: Golden Omega does not contribute to political parties and/or representatives	Does not apply



SPECIFIC SOCIAL CONTENTS

Standard	Related Material Issue	Contents	Reference to the chapter in this report / Comments	Page
GRI 416: Clients' health and safety (2016)	Food safety	416-1 Assessment of product and service category impacts on health and safety	Our product: quality and purity you can see	11
			Quality assurance system	12 and 39
		416-2 Cases of non-compliance related to product and service category impacts on health and safety	Our product: quality and purity you can see	11
			Quality assurance system	12 and 39



4.6 SASB contents index

As there is no SASB Standard for this industry, indicators from the following sectors of the SASB Standard have been included in this report, which according to the Sustainable Industry Classification System® (SICS®) are most relevant to the Company's activities:

AGRICULTURAL PRODUCTS

The agricultural products industry is engaged in the processing, trading and distribution of vegetables and fruits, as well as the production and milling of agricultural commodities such as cereals, sugar, consumable oils, corn, soybeans and animal feed. Agricultural products are sold directly to consumers and companies for use in consumer and industrial goods. Agricultural products are typically purchased from growers and then value-added activities (e.g., processing, trading, distribution, and milling) are carried out by the companies concerned. Agricultural companies also engage in wholesaling and distribution. Companies in this sector may source a substantial portion of agricultural commodities from third-party growers in various countries. Therefore, managing sustainability risks within the supply chain is critical to ensuring a reliable supply of raw materials and reducing the risk of long-term price increases and volatility.

PROCESSED FOODS

The processed food sector includes companies that process and package food for retail consumption. These products are prepared for consumption, marketed to retail consumers, and can be found on grocery store shelves. The industry is characterized by large and complex ingredient supply chains, with many companies sourcing ingredients from all over the world. Big companies work globally, and international opportunities are fueling growth.

4.6.1 Disclosure of topics on sustainability and accounting parameters

Topic	Parameter	Reference to a chapter in this report/ Comments	Page
Energy management FB-AG-110a.1 FB-AG-110a.2 FB-AG-110a.3 FB-AG-130a.1	(1) Total consumption of energy (2) Percentage of electricity from the grid (3) Percentage of renewables	Energy and emissions management	45 and 46
		Sustainability metrics and indicators	45, 46 and 71
		Comment: 98% of electricity consumed comes from the grid and corresponds to Non-Conventional Renewable Energy (NCRE)	Does not apply
Water management FB-AG-140a.1 FB-AG-140a.2 FB-AG-140a.3	(1) Total water extracted (2) Total water consumed, percentage in each region with high or extremely high initial water stress	Water resource and effluents management	43 and 44
		Sustainability metrics and indicators	43, 44, 69 and 70
		Comment: 100% of Golden Omega's water consumption happens in the region of Arica y Parinacota, Chile, an area classified as a 'high water stress zone' by the World Resources Institute (WRI). The WRI classifies the zones in 5 levels, from 'low' to 'extremely high' water stress, in addition to the annexed category of 'arid zone of low water consumption'	Does not apply
	Number of non-compliance incidents related to permits, standards, and water quantity or quality regulations	Comment: During 2022 there were no nonconformity incidents related to permits, standards and water quantity or quality regulations	Does not apply
	Description of water management risks and analysis of strategies and practices to mitigate them	Water resource and effluents management	43 and 44



4.6.1

Disclosure of topics on sustainability and accounting parameters

Topic	Parameter	Reference to a chapter in this report/ Comments	Page
Food safety FB-AG-250a.1 FB-AG-250a.2 FB-AG-250a.3		Quality assurance system	12 and 39
	Global Food Safety Initiative (GFSI) audit: (1) rate of nonconformities and (2) rate of corrective actions for nonconformities a) major and b) minor	Comment: Golden Omega's production facilities located in Arica, Chile, are on the NSF International GMP registry for food supplements. Although this certification program is one of the most widely recognized worldwide, it is not recognized by the Global Food Safety Initiative (GFSI). The rate of nonconformities as per NSF International audit in 2022 was 0.13%, with no major nonconformities. The corrective action rate for these nonconformities was 0.13%.	Does not apply
	Percentage of ingredients from level 1 supplier facilities certified by a food safety certification program recognized by the Global Food Safety Initiative (GFSI).	Comment: 98% of the ingredients in finished products are sourced from facilities certified by NSF International. 2% of ingredients are from facilities certified by the Global Food Safety Initiative (GFSI).	Does not apply
	1) Total number of notifications for food safety infringements 2) Percentage of corrective actions	Comment: No food safety infringement notifications were received during 2022.	Does not apply
	(1) Number of recall notifications (2) Total number of food products recalled	Comment: During 2022, Golden Omega did not have any events related to product recalls for safety reasons.	Does not apply
Health and nutrition FB-PF-260a.1 FB-PF-260a.2	Revenue from products with labeling or marketing promoting health and nutrition attributes.	Comment: 100% of our products contribute to people's health.	Does not apply
	Analysis of the process to identify and manage products and ingredients related to consumers' health and nutritional concerns	Value creation model	9 to 12
Products labeling and marketing FB-PF-270a.1 FB-PF-270a.2 FB-PF-270a.3 FB-PF-270a.4	Percentage of advertisements (1) For children (2) For children promoting products that meet dietary recommendations	Comment: not applicable, since Golden Omega manufactures ingredients that are not directly sold to end consumers.	Does not apply
	Revenues from products labeled as (1) containing genetically modified organisms (GMOs), and (2) not containing GMOs	Comment: not applicable, since Golden Omega manufactures ingredients that are not directly sold to end consumers.	Does not apply
	Number of nonconformities with regulatory or industry codes for labeling or marketing	Comment: not applicable, since Golden Omega manufactures ingredients that are not directly sold to end consumers.	Does not apply
	Total monetary losses because of legal proceedings related to labeling or marketing	Comment: not applicable, since Golden Omega manufactures ingredients that are not directly sold to end consumers.	Does not apply
Packaging life cycle management FB-PF-410a.1 FB-PF-410a.2	(1) Total packaging weight (2) Percentage made from recycled or renewable materials (3) Percentage that is recyclable, reusable or compostable	Comment: the weight of finished product packaging sold during 2022 totals 273 tons, corresponding mainly to steel drums, wooden pallets and bins, which are recyclable. Of these, 11% was recycled.	Does not apply
	Analysis of strategies to reduce the environmental impact of packaging throughout its life cycle	Comment: At Golden Omega we understand the importance of good management of the life cycle of our containers and packaging. We expect to carry out a diagnosis and develop a strategy during 2023, accordingly	Does not apply
Environmental and social impacts of the ingredients supply chain FB-PF-430a.1 FB-PF-430a.2		Responsible sourcing	42
	Percentage of purchased food certified according to third party environmental or social standards	Comment: the main input for the production of Omega-3 concentrates is crude fish oil, with 100% suppliers being certified by MarInTrust and Friend of the Sea programs as responsible for their fishing and production activities	Does not apply



4.6.1

Disclosure of topics on sustainability and accounting parameters

Topic	Parameter	Reference to a chapter in this report/ Comments	Page
Environmental and social impacts of the ingredients supply chain FB-PF-430a.1 FB-PF-430a.2	Audit of suppliers' social and environmental accountability: (1) rate of nonconformities and (2) rate of corrective actions for nonconformity cases a) major and (b) minor	Responsible sourcing	42
		Comment: the results of the audit carried out by Friend of the Sea to our crude fish oil suppliers in 2022 show a 0% rate of major nonconformities and 0% of minor nonconformities, showing only one recommendation for one of our suppliers	Does not apply
Ingredients supply FB-PF-440a.1 FB-PF-440a.2	Percentage of food ingredients from regions with high or extremely high initial water stress	Comment: 98% of our ingredients come from areas classified as 'high water stress zones' by the WRI	Does not apply
	List of priority food ingredients and analysis of supply risks due to environmental and social considerations	Responsible sourcing	42
		Comment: main ingredients of our products are 'Omega-3 concentrates' and 'tocopherols'. The Company maintains enough stock of inputs to minimize any ingredient sourcing risks due to environmental and social considerations	Does not apply

4.6.2

Activity parameters

Topic	Parameter	Comment
Activity parameters FB-PF-000-A	Weight of products sold	7,728 tons of product (Omega-3 concentrates and by-products).
	Number of production facilities	1 production plant, located in Arica, Chile



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