



antarchile

HUMAN RIGHTS POLICY

ANTARCHILE S.A.

December 2022

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1. PREAMBLE

AntarChile undertakes its activities in a business environment in which it strives to engage responsibly with the country's social and human development.

The company therefore makes sure that its activities respect the human rights of its employees and all those of its stakeholders.

This human rights policy contains the principles that have guided the company on this issue throughout its business history, with strict adherence to principles of ethics, personal integrity and full respect for the regulations established.

These principles must guide the conduct of each member of the company, so that they undertake their activities pursuant to high standards of corporate social responsibility, transparency and respect among people.

2. PRINCIPLES

- a) Support and respect the protection of internationally proclaimed human rights.
- b) Respect the right of workers to form and join trade unions freely and without any fear of reprisal, in accordance with Chilean legislation.
- c) Reject all forms of child labor.
- d) Respect the dignity of individuals, rejecting discrimination based on race, religion, gender, age, sexual orientation, nationality, marital status, disability, etc.
- e) Reject all forms of forced and compulsory labor.
- f) Generate the conditions for sustainable development, promoting safe work environments based on respect, honesty and teamwork, and striving to continuously and steadily reduce the risks of operations.
- g) Comply with existing legal requirements, and apply responsible standards in those cases where there are no applicable laws or company standards, in order to prevent any kind of misconduct.

3. COMPLIANCE REGULATIONS

It is compulsory for the whole organization, i.e., directors, senior managers, employees, consultants and external collaborators, to comply with the human rights policy established herein.

Hence, it is everybody's duty to inform the company by means of the whistleblowing channel of any conduct deemed to infringe the principles of this policy.

The whistleblowing channel is confidential and operates on the website at: <https://antarchile.eticaenlinea.cl>

It is important to mention that any responsible whistleblowing report is a contribution to maintaining a high standard of ethics in the company, and may never be subject to reprisal or negative consequences.

4. APPROVAL AND MODIFICATIONS

This policy was approved by the board of directors of the company in a board meeting held on December 2, 2022. Should any modifications be made, the date of the company board meeting approving such modification shall be stated in this section.

5. VALIDITY

This policy shall be valid as of December 2, 2022 and shall have indefinite duration, unless the board of directors of the company reaches another decision about it.

6. DISCLOSURE MECHANISMS

The full and updated text of this policy shall be made and kept available for interested parties on the company's website (www.antarchile.cl).