

# BLUMAR

## Policy on Gender Equality and Diversity

Blumar and its subsidiaries Salmones Blumar S.A., Salmones Blumar Magallanes SpA, and Pesquera Bahía Caldera S.A. are committed to the promotion of gender equality and to the implementation of measures aimed at its achievement.

Gender equality has become increasingly important in all areas of society, especially in the corporate context. It is not only a fundamental principle of social justice, but also a key driving force of sustainable development and economic growth. Recognizing and promoting equal opportunities for women and men in the workplace is essential to foster an inclusive, diverse, and productive environment.

Our purpose “We nurture people by embracing the ocean” places gender equality as a fundamental pillar of our relationships based on trust and collaboration. We are actively committed to promoting an integral, respectful, joyful, and simple development for all people, thus contributing to economic and social growth in the medium and long term.

For us, gender equality means that all people are treated equally and have the same rights and opportunities, regardless of their gender. For this reason, we recognize the importance of implementing various measures, actions, and conducts that embrace differences to achieve equality and clearly define discrimination based on identity markers, such as gender, nationality, skin color, sexual orientation, civil status, trade union association, religion, political persuasion, national or social origin, race or personal situation, as a violation of human and labor rights.

The company’s and our employees’ actions and conduct, which have an impact on gender equality, are guided by our Principles of Conduct that help us fulfill our purpose and build relationships of trust and collaboration. For this reason, at Blumar we:



Honor and take care of the environment



Enjoy the path and the process



Believe that teamwork is the way



Stay alert and open to change



Seek excellence in everything we do



Speak up and take action, always respecting others



Lead by example



Keep it simple

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As an organization committed to gender equality and the development of people, we comply with current regulations and various international treaties, such as those provided by the International Labour Organization (ILO), UN Standards, specifically the Principles of the Global Compact, in addition to actively contributing to the achievement of the Sustainable Development Goals (SDGs). In particular, we joined the Women's Empowerment Principles (WEPs), promoting gender equality at all levels of our organization.

Consequently, we commit to the following principles to promote gender equality:

1. We encourage women to take leadership positions and involve themselves in various operational activities.
2. We ensure non-discrimination in recruitment, hiring, training, career development, promotions, and compensation.
3. We actively contribute to highlighting the role of women in the fishing and salmon industry.
4. We develop and promote communication campaigns to raise awareness and promote significant changes in gender equality and diversity.
5. We train our leaders to promote equality and diversity, boosting the development of women throughout the value chain of fishing and salmon farming.
6. We promote the balance of family, personal, and work life, encouraging the shared responsibilities of men and women.
7. We help women develop in their careers and education, through opportunities offered by the company itself, as well as in collaboration with other institutions.
8. The company's senior management ensures safe workspaces, where trust and respect prevail, with standards of conduct, protocols, and appropriate reporting channels.
9. We create spaces for dialog and reflection and practices to promote gender equality and diversity.
10. We create opportunities to strengthen relationships with female members of the communities, in order to promote their development.



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These commitments are complemented by and linked to Blumar's internal documents, such as the Human Rights Policy, Recruitment and Selection Policy, Compensation Policy, Code of Business Conduct and Ethics, Internal Hygiene and Safety Standards, and the Crime Prevention Model (CPM).

In addition, we measure, report and follow-up the fulfillment of these commitments, thus committing to continuous improvement in this essential area concerning the integral development of people. In addition, the Gender Equality Committee and its working groups are in charge of designing, monitoring, and updating the actions derived from this policy

This Policy on Gender Equality and Diversity has been recognized and is endorsed by the Board of Directors of Blumar S.A. and is the result of a participatory process in collaboration with the Gender Equality Committee and its working groups.



A stylized, handwritten signature in blue ink, consisting of several sweeping, parallel lines that form the name Gerardo Balbontín Fox.

Gerardo Balbontín Fox  
Chief Executive Officer