

BLUMAR

Diversity and Gender Equity Commitments



Gender equity has become an extremely important issue in all areas of society, including business. Gender equity is not only a fundamental principle of social justice, but also a key driver of sustainable development and economic growth. Recognizing and promoting equal opportunities for women and men in the workplace is essential to fostering an inclusive, diverse, and productive environment.

Therefore, at the end of 2021, Blumar began a diagnostic process to redefine its Human Resources Strategy, identifying its strengths and gaps, which allowed us to draft a roadmap for different human resources issues, one of them being gender equity. As a result, a work plan is being implemented to promote a gender equity approach in the Company's management of human resources in line with the guidelines of the UN Sustainable Development Goal (SDG) 5 on Gender Equality. Blumar also participates in the SDG 5 working groups of the Global Compact Chile network and in the Gender Equality Best Practices Program promoted by the National Service for Women and Gender Equality (SERNAMEG).

Accordingly, Blumar makes a commitment to gender equity, which means adopting concrete measures to encourage the participation of women in leadership positions and in a variety of operational activities, as well as ensuring non-discrimination in recruitment, selection, training, career development, promotions, and compensation.

This commitment to gender equity is fundamental to guaranteeing a fair, respectful, and diverse work environment. It will not only benefit women, but provide equal opportunities for all Blumar employees, regardless of their gender.

Mindful of the need to promote gender equality, Blumar has taken a major step forward by introducing ten commitments to gender equity. This set of principles and strategic actions represents the company's unwavering commitment to promoting equal opportunities and eliminating any kind of gender gap or discrimination in all areas of its business. Furthermore, these ten commitments are in line with those signed by the fishing and salmon farming associations on this issue.

BLUMAR

Women on board: Our commitments to equity and diversity



The following ten commitments will guide this landmark initiative, outlining the positive impact it will have on the lives of the people who work at Blumar, as well as on the company's long-term success.

1. We encourage the participation of women in leadership positions and in a variety of operational activities.
2. We work to prevent discrimination in recruitment, selection, training, career development, promotions, and compensation.
3. We actively highlight the role of women in the fishing and salmon industries.
4. We develop and promote communication campaigns to raise awareness about gender equity and the importance of diversity and to drive meaningful change.
5. We train our leaders so that they have the tools to promote equity and diversity, encouraging the empowerment of women throughout the fishing and salmon farming value chains.
6. We promote a healthy work-life balance for our employees, encouraging equality between the family and work responsibilities of men and women.
7. We support the professional and educational development of women through opportunities offered by the company as well as in coordination with other institutions.
8. The company's senior management works to ensure safe workplaces where trust and respect are paramount, with appropriate standards of conduct, protocols, and reporting channels.
9. We create opportunities for dialogue and reflection to promote practices that foster greater equity and diversity.
10. We create opportunities to strengthen ties with the women of our communities in order to further their development.

These ten commitments were approved by Blumar's Gender Equity Executive Committee at its first meeting on May 22, 2023. On June 5, 2023, they were approved by the Compensation and Leadership Committee of Blumar's Board of Directors, in which the chairman of the board and other board members participate. This reflects the support and commitment of senior management towards promoting a culture of equity and diversity and implementing concrete policies and actions that promote gender equity at all levels of the company, in pursuit of a more equitable and prosperous future for our company and the wider community.