



SUSTAINABILITY POLICY



Blumar and its subsidiaries Salmenes Blumar S.A., Salmenes Blumar Magallanes SpA and Pesquera Bahía Caldera S.A. are committed to promote and encourage good practices that will lead us towards sustainable development, through an integral management of the processes in all areas of the company, making it part of the daily work performed by the collaborators.

By Sustainability, Blumar understands the collaborative work with its stakeholders, which are the workers, customers, investors, suppliers, contractors, communities, society and regulatory authorities, to generate economic, social and environmental value in the medium and long term.

The company constantly works together with its stakeholders seeking opportunities for continuous improvement to consolidate its position in the industry and the communities involved.

It has a sustainability strategy that guides the company's sustainable performance based on four pillars: Efficiency and Creation of Value, Relationships of Trust and Collaboration, Environmental Commitment, and Innovation and Adaptability.

Blumar is committed to adopting the 10 universal principles of the United Nations Global Compact related to human rights, environment, labor relations, and anti-corruption. In addition, it integrates six Sustainable Development Goals (SDGs) into its strategy and management, which are developed through actions and activities in the different areas of the company.

The preservation, care and adequate extraction of natural resources is a priority in the company's development, as this allows it to generate value on a permanent basis and without impacting its without repercussions on the environment.

Thus, certain commitments have been developed that inspire sustainability in the company:

- We consider our workers as a priority group of interest. For this reason, we seek to protect their lives and integrity so that they can perform their activities pro-

perly in a safe environment. Promote the existence of a healthy work environment, so that each person can develop in a climate of trust and respect, allowing them to grow personally and professionally.

- We will strive to provide our customers with products of the highest quality standards and thus offer them a pleasant buying experience, assuring them a reliable supply.
- We will seek to generate value for our investors in a sustainable manner over time.
- We strive to provide adequate and fair treatment to our suppliers and contractors in price and payment terms, in addition to working in partnership with them in order to generate shared value.
- We focus on maintaining a close relationship with our neighbors and communities where we operate, characterized by openness, fluidity, concern for the impacts generated by our activity, all managed by our own employees, which allows us to co-create mutually beneficial projects and generate social value.
- We are committed to open doors and transparency with society in general, in order to generate trust and learning opportunities.
- We care about living harmoniously and respecting the environment in which we are inserted, in order to preserve the environment for future generations.
- We manage sustainability in the company through goals in our processes and operations.

Blumar is committed to annually review and report its economic, social and environmental performance, with the effort and commitment to continuous improvement.

Gerardo Balbontín Fox
Chief Executive Officer
Blumar Seafoods