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**AGUAS**

**Human Rights Policy CODE: GA010023**

VALIDATION ROUTE		
FUNCTION	Charge	ORGANIZATIONAL UNIT
PREPARED BY:	COMPLIANCE OFFICER	COMPLIANCE GROUP ANDINAS
CONSENSUS:	COMPLIANCE MANAGEMENT SYSTEM CONSULTANT	COMPLIANCE GROUP ANDINAS
APPROVED BY:	BOARD OF DIRECTORS	BOARD OF DIRECTORS

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## 1. OBJETIVES

For the companies that are part of the Andinas Group (the 'Companies'), the respect and protection of Human Rights are guarded values upheld day by day. This is established in the Ethical Code, which stipulates that the Andinas Group has, for many years, shared a culture of commitment to Human Rights and respect for human dignity. In this regard, this Human Rights Policy has been implemented with the aim of concretizing these principles and serving as a guide for actions within the Group and in its value chain.

## 2. SCOPE

This policy applies to all the companies that are part of the Andinas Group ((Aguas Andinas S.A., Aguas Cordillera S.A., Aguas Manquehue S.A., Hidrogística S.A., Análisis Ambientales S.A., Ecoriles S.A. and Aguas del Maipo S.A. Collectively, they are referred as the 'Group', 'Andinas Group' or the 'Company'. This policy must be adhered to by all individuals who are part of these companies at all organizational levels. Likewise, it is expected that our contractors and other business partners acting on behalf of the company, both in Chile and abroad, will concretely adopt the principles declared in this policy.

Additionally, it applies to all companies, subsidiaries, and associations in which any company of the Andinas Group has control. In cases where such control is lacking or there is equal participation with other associates, it should be encouraged to adopt and implement policies and measures that contribute to the respect and protection of Human Rights.

## 3. RELATED DOCUMENTS

The documents that complement and/or serve as references for this policy include, among others, the following:

- Code of Ethics.
- Crime Prevention Model.
- Sustainability Policy.
- Compliance Policy.
- Anti-Corruption Policy and associated procedures.
- Complaints, Investigation, and Sanctions Procedure.
- Donations and Sponsorship Policy.
- Purchasing Policy.
- Supplier Decalogue.
- Equal Opportunity and Work-Life Balance Policy.
- Internal Regulations for Order, Hygiene, and Safety.
- Recruitment and Selection Policy.
- Environmental Compliance Policy

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#### 4. COMMITMENT

Our Human Rights Policy establishes a framework designed to promote and reinforce compliance with the underlying principles. We employ due diligence as our framework for action, which allows us to assess the impact of our activities in order to identify and prevent human rights risks through the development of action plans, monitoring of indicators, and ongoing communication. As a Group, we promote a culture of compliance throughout the Company to ensure that integrity and respect for human rights are integral to the actions of all workers within the Andinas Group at all organizational levels. In this regard, the commitment of top management to achieving the goals and objectives is crucial.

Therefore, this Human Rights Policy reflects our organizational commitment to lay the foundations for efficient recognition and management, as well as continuous improvement in the field of human rights. It engages the entire organization in building a culture of integrity and respect for the high ethical standards promoted by the Andinas Group.

In recognition of top management's commitment to fostering a culture that promotes respect for human rights within the Company and its value chain, this document has been approved by all the Boards of Directors of the Andinas Group companies and will be mandatory for the entire organization.

#### 5. PRINCIPLES

As a group, we recognize and respect all internationally recognized human rights and freedoms, including the International Bill of Human Rights, which encompasses the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights.

In addition to the above, our Group ensures that the fundamental rights of workers are upheld in accordance with the ILO Declaration on Fundamental Principles and Rights at Work. We respect and promote freedom of association and the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and human trafficking, and the elimination of discrimination in employment and occupation.

The Group refers, when necessary, to other international instruments for the protection and respect of specific human rights related to certain circumstances, population groups, and stakeholders.

We are committed to observing and complying with Chilean legislation in all areas, including matters related to Human Rights.

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We aim to ensure coherence with the Company's other policies that pertain to Human Rights and related areas, including our Sustainability Policy, Code of Ethics, Integrated Management Policy, Selection Policy, Gender Equality and Work-Life Balance Policy, Compliance Policy, Anti-Corruption Policy, Crime Prevention Model Law No. 20.393, Supplier Policy, Supplier Decalogue, among others.

We recognize that our operations encompass the entire water cycle management: water capture, water treatment, transportation and distribution of drinking water, as well as the collection, treatment, and management of wastewater. For this reason, we always seek to avoid impacts and mitigate the consequences on human rights that may be affected throughout the value chain. We are committed to repairing, when necessary, individuals or groups of individuals whose rights are affected as a result of our operations, strictly following the UN Guiding Principles on Business and Human Rights for the implementation of the United Nations framework for respecting, protecting, and remedying.

## 6. COMPLIANCE AND IMPLEMENTATION

The Andinas Group is committed to taking actions to understand, declare, and monitor the highest risks of human rights violations.

As a first step, Aguas Andinas, a signatory of the Global Compact, has signed the four commitments agreed upon within the framework of the National Action Plan on Human Rights and Business (PAN). These commitments include the following:

1. Formulation of a Human Rights Policy.
2. Due Diligence Process.
3. Training for stakeholders on Human Rights.
4. Complaint, claim, or reparation mechanisms.

In addition to this policy, our Group conducts the due diligence process to identify and assess potential impacts and risks related to Human Rights.

As a result of the due diligence process, potential risks are identified, where these may occur in our operations or in our value chain or activities related to the Company, and which potential human rights issues may be relevant. Based on the above, the Andinas Group is committed to developing action plans and/or mitigation and/or remediation in the instances that are necessary and as appropriate.

Furthermore, the organization is committed to providing training on Human Rights.

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## 7. NON-COMPLIANCE REPORT

Any worker or third party external to the Andinas Group companies who witnesses a violation of what is established in this Policy may report it through the Andinas Group's Whistleblower Channel available on Aquanet and on the company's website, or by directly contacting the Compliance Officer ([compliance@aguasandinas.cl](mailto:compliance@aguasandinas.cl)).

## 8. SANCTIONS

Non-compliance with this policy shall entail sanctions as provided for by law, employment contracts, and the Internal Regulations for Order, Hygiene, and Safety, which may range from reprimands to the termination of the employment contract. In the case of suppliers and business partners, written censures communicated to the supplier's administration or immediate termination of the contract with the supplier in the event of serious breaches shall apply. This is without prejudice to any potential labor, civil, administrative, and/or criminal sanctions that may affect the violator.

## 9. MONITORING AND UPDATING

The Compliance Officer will be responsible for ensuring compliance with this policy and will report directly to the Board of Directors at least annually.

An internal communication channel has been made available to all employees on the intranet and via email ([compliance@aguasandinas.cl](mailto:compliance@aguasandinas.cl)) to address and resolve any questions regarding the implementation of this policy.

The Human Rights Policy will be reviewed and updated, if necessary, at least once a year.

## 10. CHANGE CONTROL

CHANGE CONTROL		
VERSION N°	DATE	REMARKS
00	April 2018	Human Rights Policy Generation.
01	May 2020	Review and formal and organizational adjustments, as reported to the Board of Directors.
02	Novembre 2020	ESSAL S.A. removed from the Aguas Group, and formal adjustments incorporated.
03	May 2021	Group Aguas replaced with Group Andinas.

Print date:	05/18/2023	Integrated Management System Andinas Group	
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04	May 2022	Change of corporate name from Gestión y Servicios S.A to Hidrogística S.A.
05	Novembre 2022	Explicit addition of 'Human Trafficking' in the 'Principles' section".
06	May 2023	No changes