

## **GENDER EQUITY AND DIVERSITY POLICY**

At Austral Group, we promote a responsible corporate culture grounded in the values of gender equity, non-discrimination, and respect for diversity. Accordingly, we foster equal opportunities at every level—both within our organization and in our engagement with society—while maintaining our firm commitment to combating gender-based and all other forms of discrimination, and to eliminating stereotypes and inequalities throughout our processes. We are also committed to providing our employees with a harmonious work environment that supports a healthy balance between personal, family, and professional life.

Austral has signed the Lima Declaration, reaffirming our commitment to gender equality and equal opportunity through the following best practices:

- a) Promote gender equality from the highest levels of the organization by explicitly prohibiting any discriminatory practices related to employment in the company's policies.
- b) Implement measures aimed at increasing the representation of women in leadership positions and decision-making roles.
- c) Eliminate unconscious gender bias within the company to foster an organizational culture in which all individuals can fully develop their potential.
- d) Promote policies that encourage a more inclusive and flexible work culture, enabling employees to balance personal, family, and professional responsibilities.
- e) Maintain a zero-tolerance policy toward any form of workplace violence—whether physical or verbal—including the prevention and sanctioning of sexual harassment.
- f) Ensure equal opportunities for men and women with respect to compensation, promotions, and access to training and professional development programs.

- g) Encourage the company's strategic partners to develop practices aimed at achieving gender equality within their own organizations.
- h) Share the company's successful practices related to gender equality and the empowerment of women in the workplace.
- i) Promote non-sexist communication and advertising that reduce gender stereotypes and foster changes in sociocultural norms.
- j) Publicly affirm the company's commitment to the principles of gender equality.

Austral will oversee, through its relevant governing bodies, that the aforementioned principles are respected throughout the organization. It will review specific policies that could allow for potential breaches, carry out the necessary training and awareness-raising activities, and, when appropriate, apply the corresponding sanctions.

March 8, 2019

Adriana Giudice Alva

General Manager