SANTA CAROLINA
CHILE 1875

HUMAN RESOURCES POLICY

For Viña Santa Carolina S.A., it is essential to strengthen its organizational culture through a sound ethical commitment, in which respect for the dignity of each person constitutes a fundamental value. Our purpose is that each action is carried out responsibly and that relationships with the various groups with which we interact are based on transparency.

We constantly invite the new members of Viña Santa Carolina, as well as the contracting companies and organizations with which we establish links, to join and maintain this ethical challenge that is central to our work culture, contributing to the achievement of common objectives such as corporate social responsibility.

Our organization aspires to extend its legacy and contribution over time, maintaining a steadfast commitment to respect for people, transparency in processes, and integrity in all its actions. This is VSC's commitment, and this is how we act.

Basic Principles

- **Respect for and Adherence to Current Legislation:** We act in accordance with the Declaration of Human Rights, ensuring compliance with its principles for both our workers and those of contractor companies. We promote a culture of integrity and high ethical standards in all our labor relations.
- **Equal Rights and Responsibilities:** We recognize equal rights and responsibilities for all people as an ethical imperative, regardless of gender, sexual identity or orientation, age, disability, race, ethnicity, origin, religion, economic status or other protected conditions.
- **Non-Discrimination:** We guarantee that all people will be treated without arbitrary discrimination at all levels, ensuring that opportunities for employment, development, and professional growth are based solely on merit, qualifications, and abilities.
- **Rejection of Child and Forced Labor:** We reject all forms of child, forced, and compulsory labor and any manifestation of modern slavery.
- **Conditions for Sustainable Development:** We promote safe and respectful work environments, based on honesty, teamwork, and the progressive reduction of operational risks.
- **Work-Life Balance:** We promote the importance of personal life outside of work, striving for a healthy balance between work responsibilities and personal well-being.

Juan Cristóbal Sepúlveda Matic
Managing Director
Viña Santa Carolina S.A.

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