



HUMAN RIGHTS POLICY



At Industria Mecánica Vogt S.A. (“VOGT”), we recognize that respect for and promotion of human rights are essential principles for responsible, sustainable business management that is consistent with our values.

We carry out our work with the understanding that respect for human dignity, equal opportunities, and fair treatment are necessary conditions for generating long-term value and strengthening the trust of our employees, customers, suppliers, communities, and other stakeholders.

This policy establishes the framework that guides our conduct in the area of human rights, aligning us with international standards and progressively adapting them to our operational reality. The objective of this policy is to reflect VOGT's commitment to respecting and promoting these rights in all its operations, functions, and interactions with third parties, understanding that its activities may have an impact on the living conditions of the stakeholders with whom it interacts.





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This policy applies to all our operations and all our direct collaborators, including directors, managers, and workers.

We also encourage our suppliers, contractors, and strategic partners to act in accordance with these principles, to the extent that it is within our control or influence, without this implying direct responsibility on the part of VOGT for their acts or omissions.

In developing this policy, we drew inspiration from widely recognized international frameworks and guidelines, such as:

- Universal Declaration of Human Rights.
- United Nations Guiding Principles on Business and Human Rights.
- ILO Declaration on Fundamental Principles and Rights at Work and the ILO's fundamental conventions.
- OECD Guidelines for Multinational Enterprises on responsible business conduct.



At the national level, we are guided by current legislation in Chile, including the Labor Code, Law No. 20,393 on Criminal Liability of Legal Entities, and Law No. 21,595 on Economic and Environmental Crimes.

FUNDAMENTAL COMMITMENTS

Through this policy, VOGT commits to respecting and promoting internationally recognized human rights in accordance with the Guiding Principles outlined above. VOGT will refrain from infringing on the human rights of third parties and will address any negative consequences on human rights in which it is involved. Likewise, VOGT promotes respect for the fundamental rights of workers in accordance with the provisions of the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, expecting the same commitment from its suppliers, contractors, subcontractors, and business partners in the scope of their management and relationship with the company.





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Specifically, at VOGT we are committed to:

1

NON-DISCRIMINATION AND EQUAL OPPORTUNITIES

Promoting a work environment free from any form of discrimination based on race, gender, age, disability, nationality, social origin, religion, sexual orientation, marital status, political opinion, or any other condition protected by law, while fostering an environment where each person's merit and abilities are the parameters for everyone to reach their full potential within VOGT. Any type of inhumane, degrading treatment or harassment is also condemned.

2

FAIR AND SAFE WORKING CONDITIONS

Maintain a safe, healthy, and respectful work environment in compliance with applicable laws and standards. VOGT promotes the safety and health of its employees and partners by working continuously to prevent risks that may arise for its employees.

3

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Respecting the right of our employees to organize and bargain collectively, in accordance with current legislation.

4

PROHIBITION OF CHILD AND FORCED LABOR

Do not tolerate child labor, forced labor, or any form of labor exploitation. VOGT rejects any form of forced or compulsory labor or subjection to any form of slavery.

5

RESPECT FOR INDIGENOUS COMMUNITIES AND PEOPLES

Act with respect toward the communities and groups with which we interact, considering their rights, customs, and ways of life.

6

DATA PROTECTION AND PRIVACY

Safeguard the personal information of our employees and other stakeholders, in accordance with current regulations.

7

INTEGRITY AND ETHICAL BEHAVIOR

Do not accept any form of corruption. VOGT promotes a culture of ethics and integrity based on the guidelines established in the Company's codes of conduct.

8

RESPECT AND PROTECTION OF THE ENVIRONMENT

Respect and protect the environment. VOGT understands that environmental management in industry is fundamental, which is why it is committed to understanding the impact of its actions and implementing continuous improvement processes in this area.





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We will implement progressive due diligence processes to identify, prevent, mitigate, and, where appropriate, remedy actual or potential risks and negative impacts on human rights that may arise from our activities or business relationships.

The depth and scope of these processes will be proportional to the level of risk identified, prioritizing those areas where the potential impacts are most significant. Due diligence processes will be updated when events occur that may affect the framework established in this policy, influencing the management of its risks.

VOGT has corporate mechanisms in place for receiving and managing complaints, which include accessible, confidential, and secure communication channels for receiving concerns, complaints, or claims related to this policy or possible human rights violations.

Any form of retaliation against those who, in good faith, file complaints or collaborate in their investigation is expressly prohibited. Cases will be handled in a timely and objective manner, respecting confidentiality.

VOGT's senior management leads the implementation of this policy, with the support of all functional managers, and expects each employee to act in accordance with the principles set forth herein. This policy will be disseminated internally and reviewed at least every two years, or when there are relevant changes in the internal or external context of the organization.

This policy is for guidance purposes only and does not create any contractual rights or obligations. Furthermore, compliance with it will be progressive and adapted to the operational reality of the company.

Non-compliance with this Human Rights Policy may result in sanctions being applied to the offender, in accordance with the Company's current regulations. This is without prejudice to any civil or criminal liability that may apply in accordance with current legislation.

The full and updated text of this Policy will be made available and kept available to all interested parties on the VOGT website (www.vogtpumps.com).

Alberto Campos V.
General Manager

