

EQUITY, INCLUSION AND DIVERSITY POLICY

Novamine Chile SpA is a regional company led by a woman, dedicated to developing hydraulic equipment with high-impact innovation. The company's central focus is the safety of people and it focuses on solutions that meet the current and future needs that mining companies in Chile and around the world have in the area of maintenance. To achieve this, the company has set out to form high-performance teams and create a culture of excellence in everything we do.

Novamine Chile SpA is committed to providing an equitable, diverse, and inclusive workplace that recognizes and values the differences of each of its members and thus builds a better workforce so that they receive fair, dignified, and respectful treatment every day. We recognize and are convinced that our diversity contributes to forming better work teams, making better decisions, and, therefore, being a better company.

Novamine Chile SpA promotes fair and dignified treatment from and towards all members of the company, without discrimination based on gender, age, nationality, language, religion, sexual orientation, gender identity or expression, disability, ethnicity, indigenous origin or heritage, education, social and cultural origin, political interests or other views or perspectives that each person may have.

Novamine Chile SpA promotes an equitable, diverse, and inclusive workplace with the aim of,

- Building a loyal workforce that is committed to the company's values and strategic guidelines.
- Attracting a more diverse group of people and ensuring equal opportunities for male and female employees.
- Ensuring better decision-making through more diverse, creative, and innovative work teams.
- Increasing female participation at all hierarchical levels of the company.

Our commitment to equal opportunities, inclusion and diversity is reflected at all levels of our company, aligning with and considering values of integrity, respect and selection criteria for new members and appointments to the management team and at different levels of leadership, promoting equal opportunities and salary equity between men and women, who we know will ensure that impartiality does not occur and address inequalities.

Novamine Chile SpA does not tolerate harassment, discrimination or abuse of any kind. We work consciously to create an environment of respect and values towards the diversity of people and our environment. Our commitment is also reflected in our Code of Ethics..



María Alejandra Gimenez Uribe
Novamine Chile SpA legal representative.