

Sustainability report 2022



Material topics

This is Nova Austral's third Sustainability Report and it was prepared using the Global Reporting Initiative (GRI) Standards as a reference. In this document, the Company reports on its operations between January 1, 2022 and December 31 of the same year. All of its businesses are included in the report, and when consolidated information is not presented, the corresponding unit is expressly stated.

To define the material issues of Nova Austral, different elements were considered that allow us to understand the context of the organization, such as: strategic vision, market presence, vision of public opinion, and interest groups. The revision of the GRI sector supplement Agriculture, Aquaculture, and Fisheries 2022 was also considered, although its indicators were not included in this report. The Company's appearances in the written press were also factored into the final report.



Impacts

To identify impacts, other industry reports were reviewed and five frontline managers from Nova Austral were interviewed. To prioritize these issues, an online survey was sent to workers and managers, who were asked to highlight, within a matrix, the most important issues based on their impacts.

According to this survey, the material topics for Nova Austral are:



1

Environmental impacts

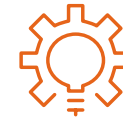
- a. Compliance
- b. Biodiversity and ecosystems
- c. Waste management
- d. GHG emissions



2

Product/customer impacts

- a. Product quality and safety
- b. Food quality certifications
- c. No use of antibiotics
- d. Animal welfare



3

Social impacts/environment

- a. Employment generation
- b. Local economic dynamism



4

Social/worker impacts

- a. Quality of life and well-being
- b. Health & Safety
- c. Training & Development
- d. Labour relations

Contents

4

Sustainability Report 2022 Message

Nicolás Larco Dávila
CEO

Nova Austral's third Sustainability Report, corresponding to 2022, reaffirms our permanent commitment to continuing to be a company that operates under ethical and compliance standards. This is a very valuable exercise, as it allows us to standardize and transparently communicate and communicate transparently our economic, social, and environmental performance during the year.

In 2022, we continued to make progress in the way we operate, improving compliance levels and producing sustainable, antibiotic-free salmon of the highest quality.

This was the result of the work of an entire team, company, and employees, who strive to continue operating correctly, while being keenly aware of the

responsibility involved in operating in the most pristine waters on the planet.

Thus, during the year, we were able to continue creating social and environmental value based on the sustainability strategy that we defined in 2021 through internal and transversal workshops, which allowed us to jointly build our vision and guide the current and future work of Nova Austral. Likewise, we continue to work guided by our framework of values and conduct, maintaining ethical behavior in our relations with all stakeholders, starting with our collaborators and culminating with our clients.

To do this, we use the various internal tools built over the last few years which ensures that this ethical behavior is concretized in daily practice. Among others, it is important to

note that, at Nova Austral, we have areas that are responsible, throughout the production process, for complying with the Quality and Safety Policy, which includes compliance with a Crime Prevention Model, whose content must be disseminated and implemented by all employees, and with a freely accessible, anonymous whistleblowing channel managed by an independent entity, which allows these internal controls to be strengthened.

As a result of this concrete effort deployed over the last few years, we have achieved, among many other milestones, the recovery of two of the most demanding certifications in the industry, "Aquaculture Stewardship Council" (ASC) and "Best Aquaculture Practices" (BAP), and the adherence to the Global

Compact Chile Network, the initiative of the United Nations Organization that stands out as the largest corporate sustainability association in the world.

In this sense, 2022 was a year where we could continue to promote this new way of doing business, committed to the quality of excellence of our product, the environment, and the entire community with which we relate. Going forward, our goal is to continue to make progress in this commitment that we created for ourselves a few years ago and that, furthermore, seeks to create triple impact value.

We are Nova Austral

1.

At Nova Austral, we are dedicated to the production and processing of salmon in Chile as a relevant actor for the economic and social development in the Region of Magallanes and the Chilean Antarctic, especially of the city of Porvenir.

The Company offers a source of sustainable salmon farmed in a unique and isolated environment in the pristine waters of the Region and delivers a brand of high-quality, premium products.





Mission

At Nova Austral, our mission is to farm salmonids in a way that is environmentally sustainable and socially responsible, to produce safe products for human consumption and to market them globally to our customers, mainly in the United States, Europe, and Asia.



Vision

Our vision is to be a leading aquaculture company at both the national and global level. We want to be recognized for doing things well, for using technology as a permanent ally in continuous improvement, for making quality products, and for caring about our employees, local communities, and the environment.

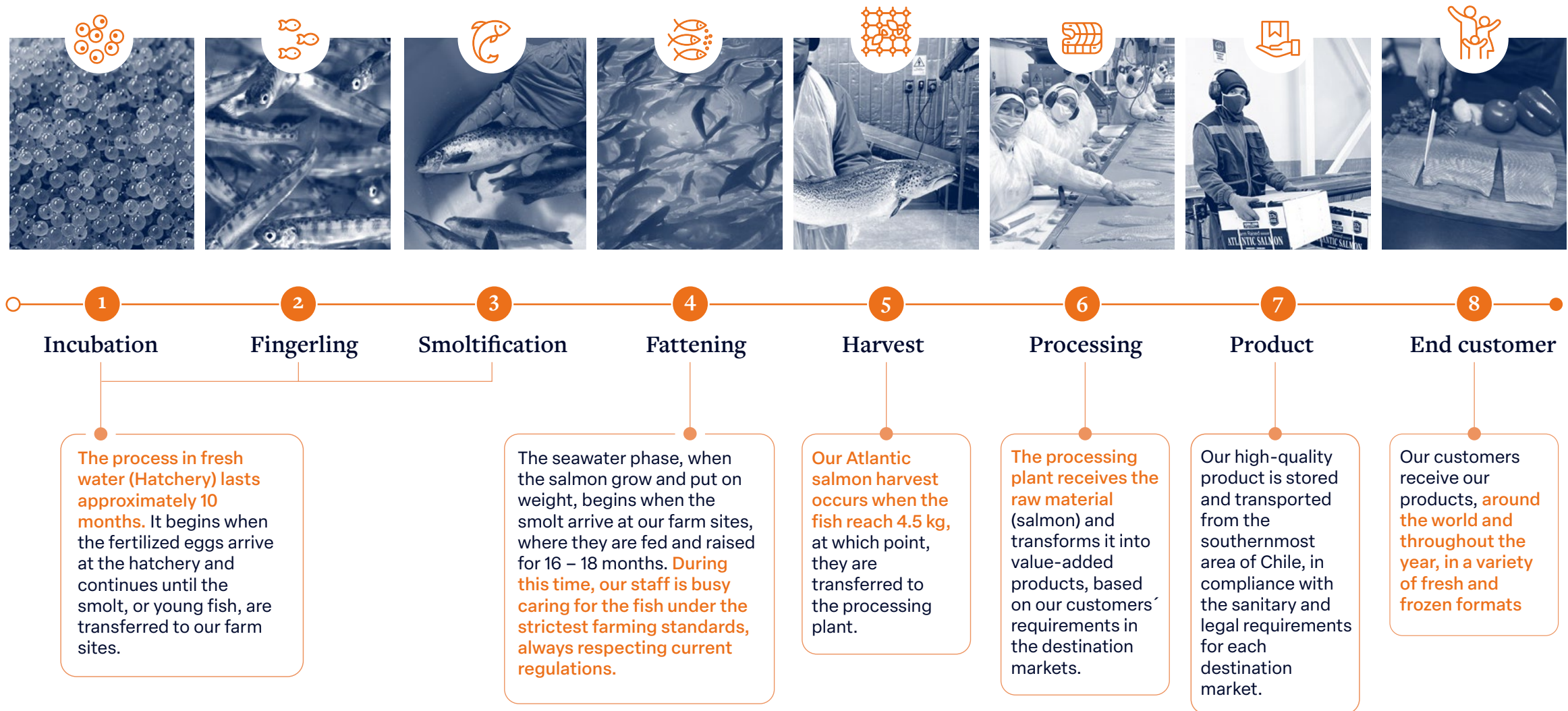
Our business

Nova Austral is a pioneering player in the national salmon industry. We operate in the Region of Magallanes and Chilean Antarctica, and produce antibiotic-free salmon, minimize health risks, and ensure continuous delivery to our customers..

Salmon farming in the most isolated region of the world allows Nova Austral's salmon to enjoy stable, low-temperature waters all year round.

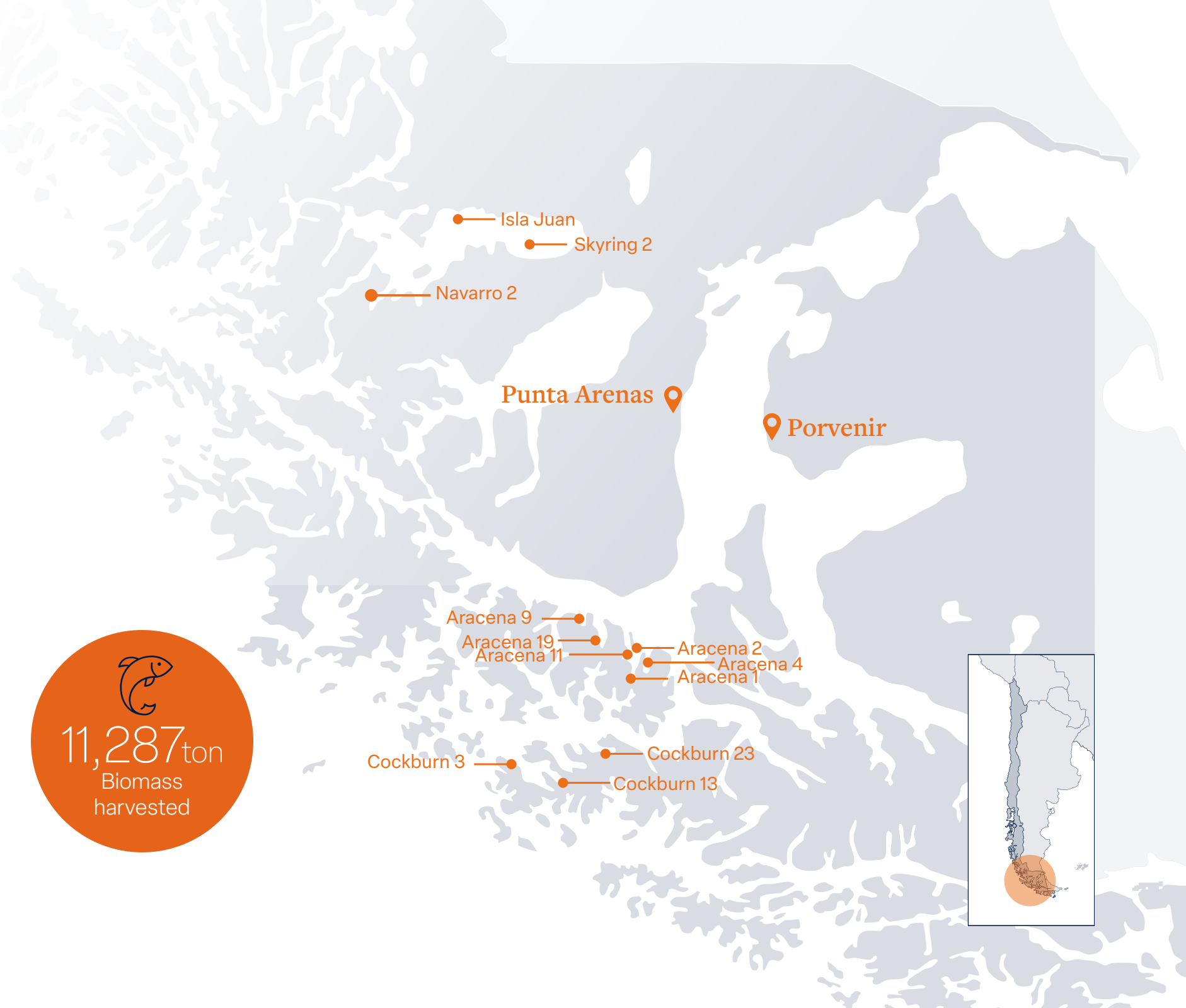
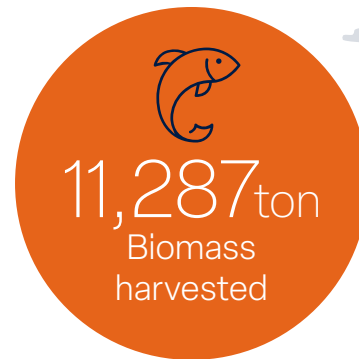


Production process



Operation

Since 2019, at Nova Austral, the entire production cycle has taken place in the Region of Magallanes and Chilean Antarctica, at our 28 farm sites distributed in various parts of the territory. The Hatchery, the Processing Plant, and the Company's Headquarters are located in the city of Porvenir. We have an administrative office in the commune of Punta Arenas.



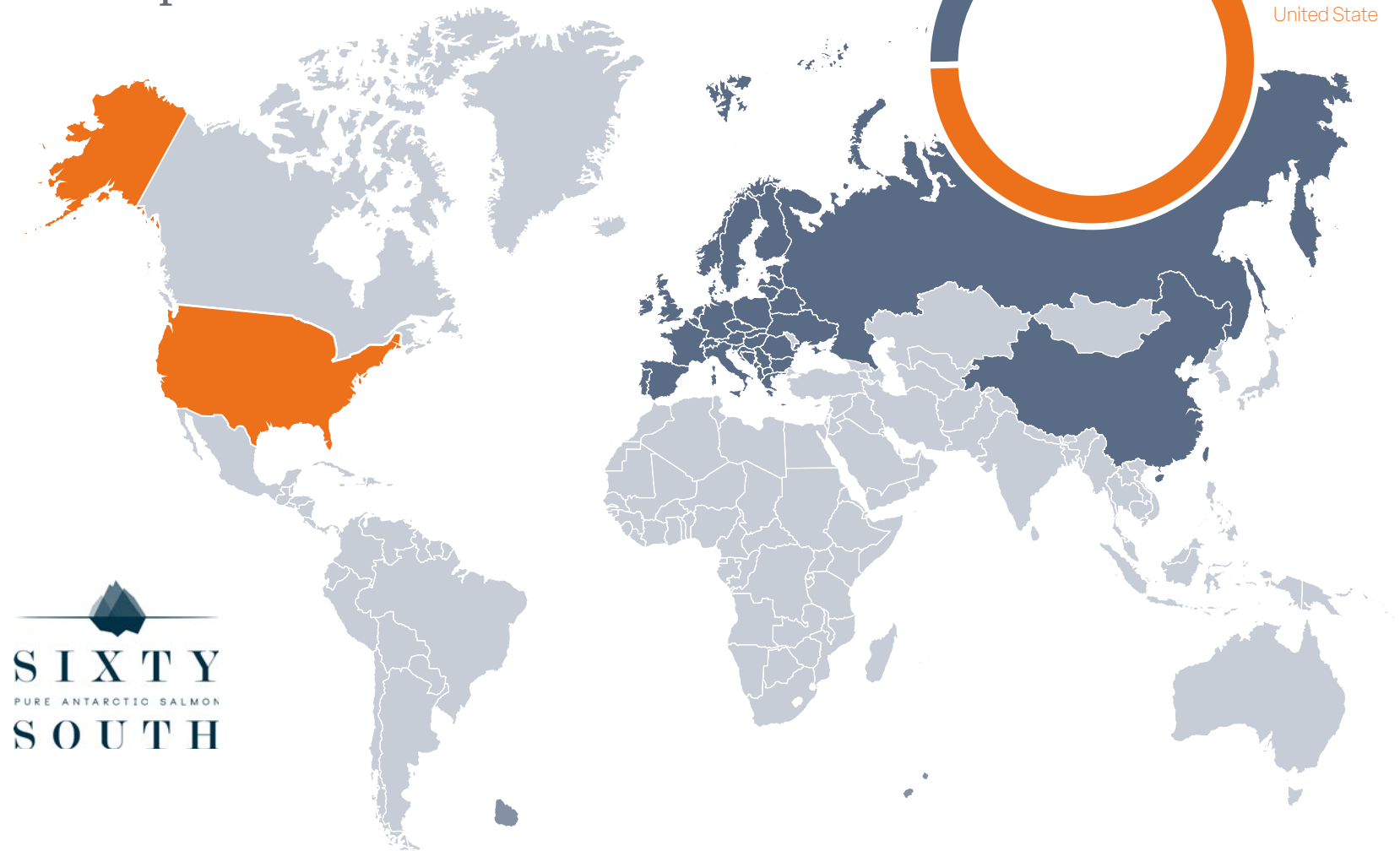
Products and markets

We market our products under the Sixty South brand, which has positioned itself strongly in the premium market for its attributes: antibiotic-free, without added hormones and without chemicals at our farm sites.

The name Sixty South pays homage to the waters of origin of the farm sites, renowned for their purity and optimal temperature conditions that allow salmon to be grown without antibiotics or pesticides. Our products comply with the highest quality standards in both processing and marketing.


We have various formats of salmon species "Salar"; from whole, without viscera, and head-on salmon, skinless and skin-on fillets, to a wide range of value-added portions. Our main customers are retail companies, food suppliers, restaurants, and caterers.

Main markets where we are present



Main results 2022

 **USD 12,261**
WFE tons of raw material

 **19,399**
WFE tons of processed raw material

 **USD 88**
Million net sales

 **11,287**
WFE tons harvested

 **USD 397**
Millions of assets

Our Sustainability Strategy

In 2021, we defined a sustainability strategy through internal and transversal workshops, which allowed us to jointly build our vision and guide the current and future work of Nova Austral.

This strategy has a triple impact because it considers the economic, social, and environmental spheres. At the center of the strategy is **ethical action**, which is built from our values and purpose.

We want to do it well



Social value

"Making Porvenir a better city to live and work"

We seek to make Porvenir a better city to live and work. As the main employer in this isolated geographical area, we have the challenge of making our operation a hub of economic and social dynamism, not only delivering quality work, but also being a relevant actor that promotes development and provides opportunities around its operation.

Work focus:

- » People management and community relations with emphasis on urban infrastructure and entrepreneurship.



Unique product value

"Let our salmon be a unique experience"

We want to share the experience of producing a unique food via our product, a premium and responsibly cultivated salmon, that demonstrates pride in its origin, and is driven by world-class standards.

Work focus:

- » Quality, environmental, and social standards.



Environmental value

"Safeguarding the ecosystem for future generations"

We intend to protect the ecosystem for future generations. We are challenged to develop sustainable aquaculture in the most pristine waters on the planet.

Work focus:

- » Comprehensive environmental management.
- » Circular management of processes, through responsible waste management and eco-design.
- » Carbon neutrality thanks to the use of clean and renewable energies.



Participate in associations



Pacto Global
Red Chile

Since 2021, we have been a member of the **United Nations Global Compact**, an organization that calls on companies to align their strategies and operations with the Ten Principles of human rights, labor relations, environment, and anti-corruption.



We are also part of **Fundación Generación Empresarial (FGE)**, a non-profit organization that, since 1995, promotes integrity in organizations, implementing specific tools such as the Barometer of Values and Organizational Integrity.

Sustainability of our company

The production of antibiotic-free salmon – Nova Austral's critical competitive advantage – has remained in force during 2022 and will continue to be Nova Austral's objective in the future. During the period, the seawater grow out farm sites and the Nova Austral processing plant have operated normally, focused on the continuous improvement of our quality standards, an example of this are the BAP and ASC certifications obtained in the harvested grow out farm sites.

Despite having a reduced harvest, we have supplied our customers uninterruptedly. During 2022, we concluded the stocking of all the saltwater farm sites that will be harvested during 2023 and 2024. Along this line, we expect to have harvest operations during all months of 2023. On the other hand, the Company expects, through the production of smolts in its own Hatchery,

to complete, during 2023, the stocking of the grow out farm sites that will be harvested during 2024 and early 2025.

As a Company, we are in a constricted financial situation, so, to alleviate this a bit, we had the support of the shareholders, which allowed us to finance part of the negative operating cash flow for the year 2022. To finance future operations and cash flow for fiscal year 2023, the Company initiated a corporate restructuring process in which its current shareholders will cede control to current bondholders.





Relocations

More than ten years ago, Nova Austral made a voluntary commitment to withdraw its aquaculture activities and concessions from the Puerto Natales sector and those in the Alberto di Agostini National Park.

The destination sites for the relocation of the concessions on Clarence Island, in the commune of Punta Arenas, were proposed by the Undersecretary of Fisheries to facilitate relocations and went through various processes before being approved. However, there were failures that invalidated the RCAs since the synergistic impact of the projects was not measured, that is, each one was evaluated separately.



Compliance

Regulatory compliance is a priority to ensure the protection of the environment and the conservation of the environmental heritage where we operate. This depends on whether the operation is durable and sustainable over time. During 2022, we did not pay fines corresponding to breaches in environmental and health matters. However, with regard to breaches of social origin, we paid eight fines for a total of US\$ 12,099.

Product quality

2.

Some of the measures we take at Nova Austral to guarantee a high quality and sustainable food product are maintaining certifications and being compliant with international standards, producing antibiotic-free salmon, and being governed by protocols that ensure animal welfare.



Antibiotic-free salmon



Nova Austral adheres to strict guidelines to fulfill its promise to its customers to provide antibiotic-free salmon, farmed under sustainable conditions.

This is achieved through production practices focused on the prevention of diseases such as: sourcing all our fish stock from in a single hatchery located in the Magallanes and Chilean Antarctic region, vaccinating 100% of our fish against the main diseases that affect national aquaculture, monitoring and continuously training our staff, and using functional diets, among other measures.

The above practices are implemented with the purpose of preserving animal health, the environment, and human health under the One Health approach. Therefore, they contribute to preventing antimicrobial resistance, which is one of the main threats to public health, as declared by the World Health Organization (WHO).

These combined efforts reinforce Nova Austral's commitment to meeting and exceeding the highest ethical and compliance standards for the benefit of its customers, communities, and the environment.



Certifications and compliance with international standards

At Nova Austral, we have specific areas that are responsible for each stage of the production process and comply with the Company's Quality and Safety Policy. Each area's compliance with our Quality and Safety Policy ensures the safety of our products at our farm sites and hatchery, and also supports audit processes and certification requirements.

Our Porvenir Processing Plant Quality Assurance Program defines all the processes that ensure quality and compliance with product manufacturing standards and the roles of each person responsible for each aspect of quality

and compliance. There is also an Audit Committee, which was started during the second half of 2021.

The products made in our plant are identified in a computer production control system, called "Innova", with an 8-digit numerical code that indicates their nature and format. This allows us to track all the raw material that enters and leaves our facilities. In addition to this system, the traceability of each product is recorded on control sheets and sampled by the Quality and Production departments. Both processes are essential for compliance with certification standards where traceability is audited.

Certifications



» **The Aquaculture Stewardship Council (ASC)** program is the most challenging and universal sustainability certification available for aquaculture. Its standards demonstrate good production and operation practices, compliance with national and health laws, as well as the evaluation and compliance with aspects of environmental biodiversity, labor compliance, evaluation of the social environment, and integration with the community.

This certification is available for all farm sites harvested in 2022.



» **BAP** certification is administered by the Global Aquaculture Alliance (GAA), a non-profit organization dedicated to the promotion, education, and leadership in responsible aquaculture. This standard focuses on indicators of environmental and social responsibility, animal welfare, food safety, and traceability.



» **GLOBAL G.A.P.** covers the key aspects of sustainability in terms of animal health and welfare; health, safety, and welfare of workers; the environment; and traceability at all stages of production. Piscicultura Tierra del Fuego S.A. and N°GGN/GLN: 4063061120465 are certified by GLOBAL G.A.P.



» **Hazard Analysis and Critical Control Points (HACCP)** is a food safety system based on the identification of all potential hazards in ingredients and different food production processes. The objective is to take the necessary measures in order to prevent possible risks of contamination and thus, guarantee food safety.



» **BRCS**, British standard that requires documented approval to ensure the safety and quality of food products.



» **KOSHER** is a religious food certification that ranges from the composition and ingredients of the product to the multiple transformation processes that occur in the food industry. To ensure the total absence of cross-contamination, Kosher production emphasizes the cleanliness of machinery and processing.



» **The IFS** is a standard designed specifically for the food industry, so it affects only manufacturers and packers of food products. This standard is promoted by the distributors' association.

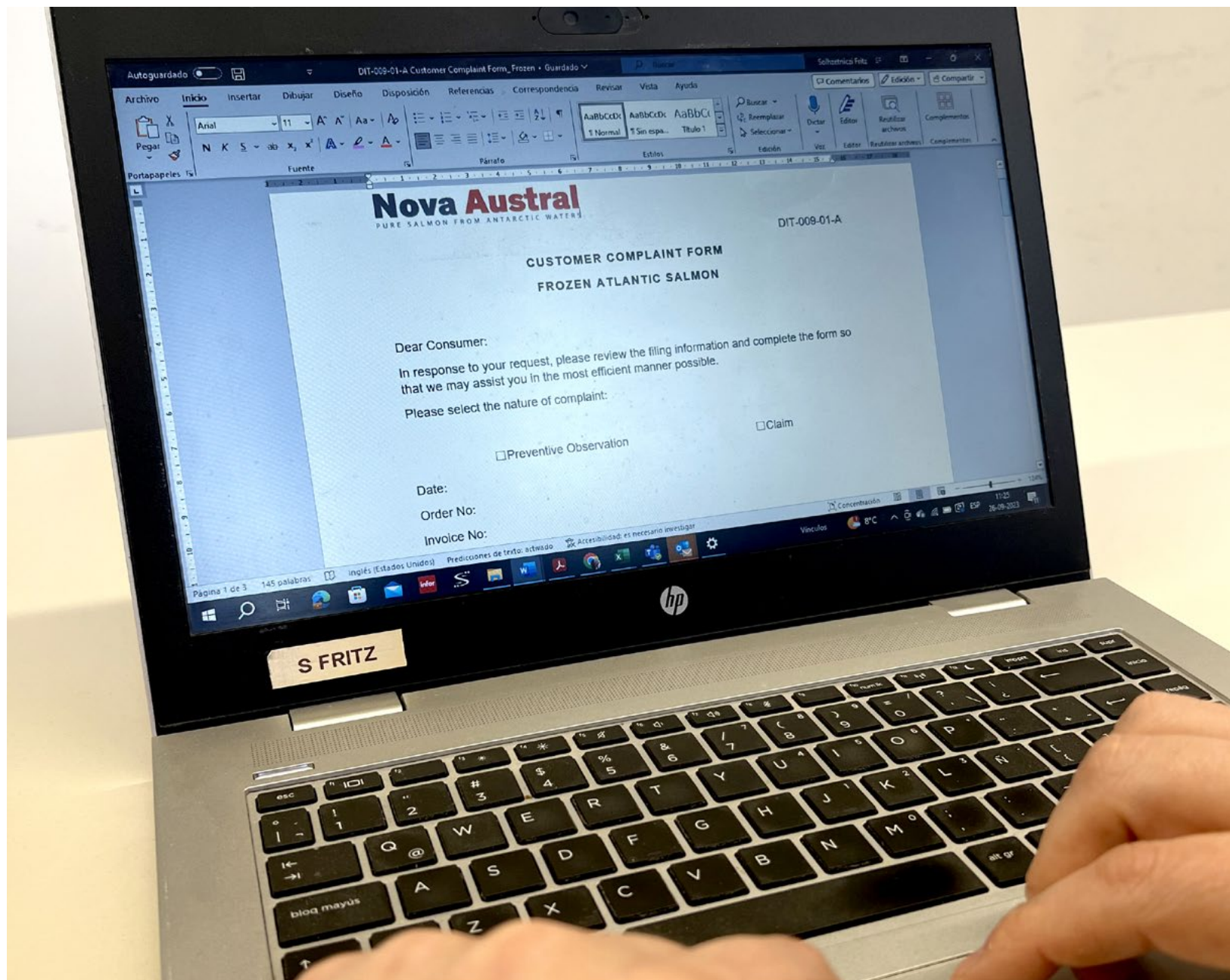
Current certifications

| <div>  </div> <div>CERTIFICATION</div> | <div>  </div> <div>Hatchery</div> | <div>  </div> <div>Farm Sites</div> | <div>  </div> <div>Processing Plant</div> |
|---|--|--|--|
| BAP | ✓ | ✓ | ✓ |
| BRCGS | | | ✓ |
| IFS | | | ✓ |
| Global GAP | ✓ | | |
| ASC | | ✓ | ✓ |
| HACCP | | | ✓ |
| KOSHER | | | ✓ |
| FDA | | | ✓ |



Claims Management System

To respond to the concerns of customers and consumers regarding the quality and safety of our products, we have a complaints mechanism, managed through the Complaints, Claims, and Conflict Resolution Procedure. During 2022, 4 claims were registered, 100% of which were attended.



Commitment to animal welfare

Our Animal Welfare Protocol establishes directives and guidelines regarding the conditions under which fish are produced in the concessions owned by Nova Austral, with the purpose of ensuring animal welfare and unnecessary suffering.

The primary person responsible for supervising animal welfare is the company’s veterinarian, who can implement corrective measures if necessary. Each Site Chief or Site Supervisor and the farm site staff must also support by supervising animal welfare on site.

The concept of animal welfare includes three elements:



Proper body functioning, which, among other things, means that the animals are healthy and well fed.



The preservation of the emotional state of the animal (including the absence of negative emotions such as pain and chronic stress).



Expressing some normal behaviors typical of the species.



Guidelines that Contribute to Animal Welfare



Water quality

The type of water, as well as its physical-chemical characteristics, must be monitored daily.



Disease control and monitoring

When there are symptoms or signs that show evidence of a disease or outbreak, the frequency of monitoring should be increased.



Well-being at harvest

At the time of harvest, the Nova Austral staff must follow the Harvest Manual procedures.



Predator control

The stress caused by predatory animals should be minimized with mechanisms to reduce the incidence of attacks by these animals.



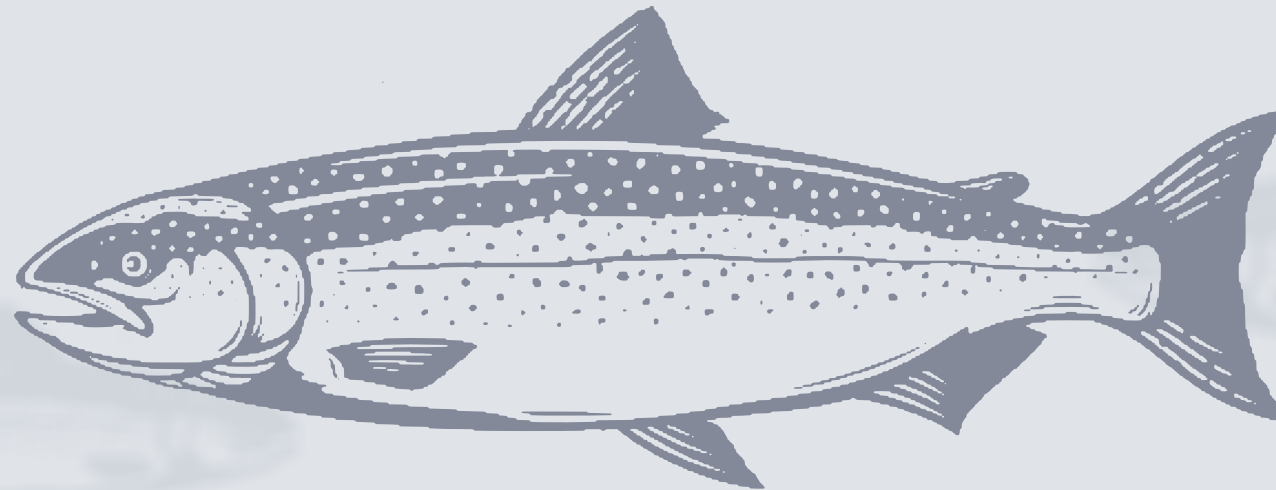
Stocking and transport densities

Stocking and transport densities should not exceed what is determined by law or internal protocols.



Proper feeding

Feeding the fish a balanced diet is essential for preventing stress due to a lack of nutrients.



Fish management and sampling

Fish handling should be kept to a minimum.



Fish Transport Welfare

Any transport of live fish should aim to minimize stress by ensuring the general health of the fish, maintaining good water quality, optimizing oxygen levels, and minimizing the accumulation of metabolic waste.



Welfare and control of native animals around the farm sites

Sea lions, otters, or birds should be controlled by persuasive and non-invasive methods.



Prevention of mental and physical suffering

The staff of Nova Austral must be aware that the fish are sentient beings, and therefore, staff should not handle fish with their hands, nor hit the fish cages, and they should also walk gently and silently through the areas where the fish are located.



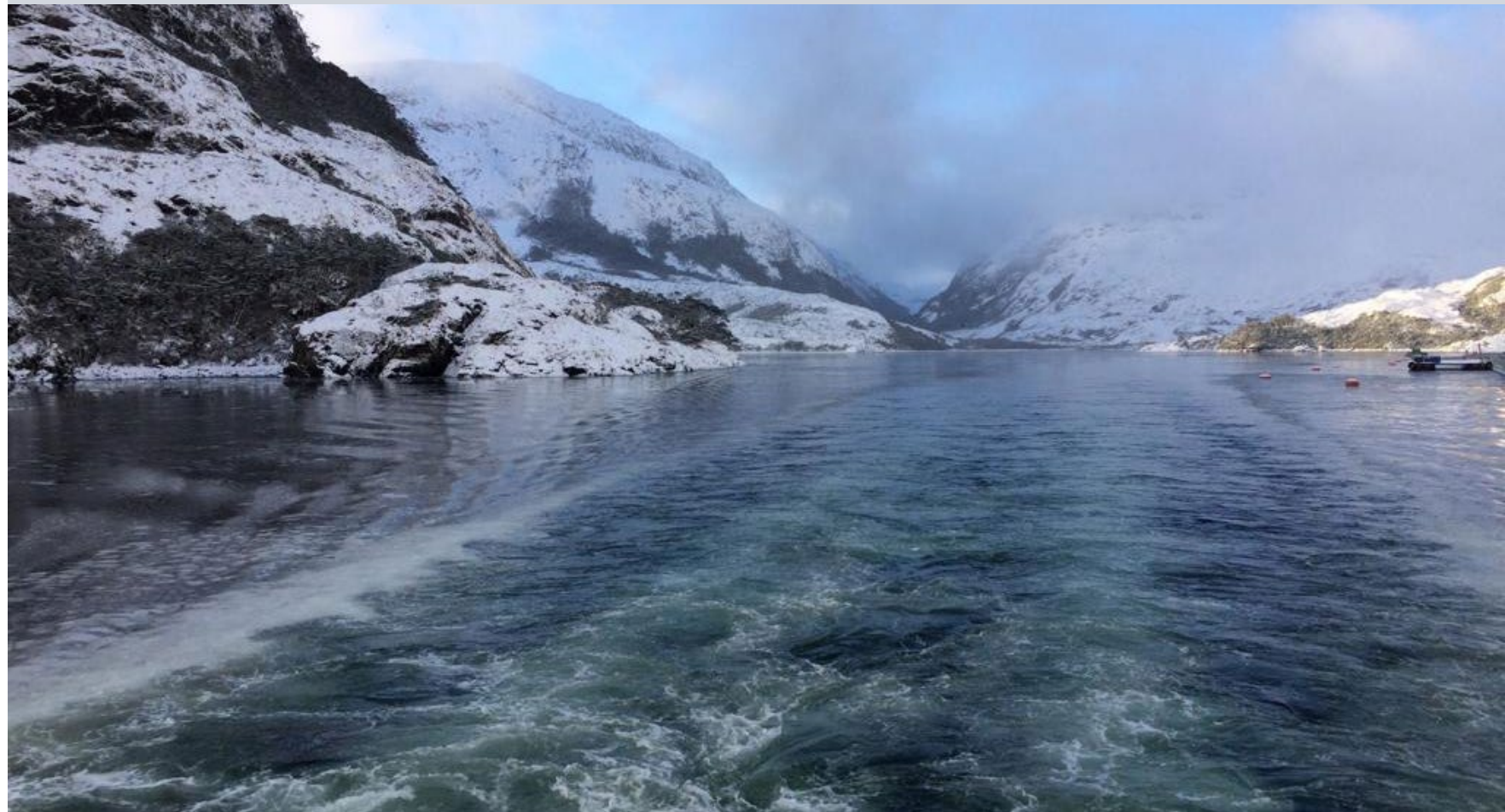
Welfare at the time of fish disposal

Any animal that must be euthanized during in a productive process, either due to poor condition, deformity, diseases or other cause that merits euthanasia, must be euthanized by means of an anesthetic overdose.

Corporate governance and ethical management

3.

We are convinced that our company must embody the highest ethical and compliance standards in the aquaculture industry, while, simultaneously, mitigating the impact on our environment. We also know that our commitment must be implemented in a tangible way, through concrete actions and a strong governance system that contributes to our goal.



Corporate values and ethical conduct

At Nova Austral, we have a framework of values and behaviors, shared transversally, that formalize our commitment to maintaining ethical behavior in our relationships with employees, customers, consumers, investors, suppliers, authorities, public officials, and, generally, in all our functions as an aquaculture company.



Excellence:

» We value people who maintain a permanent spirit of self-improvement, who use their creativity and resources daily to continually improve themselves. We encourage excellence in the people who are part of our organization. We care about continuously learning from our actions, with an open mind, willing to accept and use ideas from others and encourage our employees to have a vision for the future.



Honesty:

» We promote honesty in our employees as a fundamental value that regulates the way people communicate in society. Likewise, we always promote transparency and ethics, so that all Nova Austral employees are truthful and loyal and have open and timely information concerning the work they do.

» On the other hand, we ensure that our employees act honestly and honestly, especially with respect to communication with others, which fosters a culture based on trust, where people are responsible for the decisions they make and always represent and promote the Company positively.



Commitment:

» We recognize people who take on the challenges of the organization as their own and foster in other collaborators the sense of belonging to the Company. People who get involved so that they achieve the best results and generate high levels of creativity that result in outcomes that are superior to those that were expected.

» Likewise, we value a persistent and proactive attitude on the part of our collaborators, which tests their capacities and willingness to carry out all the challenges entrusted to them.



Respect:

» We promote the appropriate and cordial treatment towards all everyone, via words, gestures and friendly attitudes, which promotes an atmosphere of collaboration and appreciation of others for their knowledge, experience, and value as a person.

» In this sense, we recognize different opinions through a relationship of tolerance and sincerity that allows us to work collaboratively towards common objectives.

» The **Code of Ethics**, in force since 2020, provides guidelines for the conduct of all members of the Company and their relationship with the different stakeholders.



Governance model

The highest body of the company is composed of three board members or directors, who are responsible for designing the strategic guidelines. The Board of Directors is appointed to the Shareholders' Meeting in accordance with the Corporations Law and meets online every month to evaluate and align with the most relevant strategies and management actions for the Company with respect to economic, social, and environmental matters.

The Board delegates responsibility for managing the organization's impacts through the appointment of a CEO, who gives guidelines to managers and area heads. Senior executives report monthly results to the highest governance body, in accordance with the periodic closure of the financial statements. Communication and information diffusion occurs through presentations and management reports.

The Compliance area is autonomous from the administration and reports directly to the Board of Directors. For the supervision of financial risks, the highest governance body met during the first half of 2022 on a regular basis with the Audit Committee.



Crime prevention

The Crime Prevention System is comprised of a series of documents, protocols, procedures, rules and measures that must be adopted in all activities or processes that occur in Nova Austral has the potential to lead to the risk of committing a crime.

The Crime Prevention Model includes the Crime Prevention Manual and the Code of Ethics, whose content must be known and applied by all Nova Austral employees, executives, directors, and controllers, as well as, by third parties with whom the company relates, such as suppliers, contractors, and customers. This information is expressly incorporated in the employment and service provision contracts.

The responsibility for designing, implementing, and managing Nova Austral's Crime Prevention System lies with the Compliance Officer, who must coordinate and supervise the operation of the policies designed by the Company for prevention,

ensuring strict compliance and promoting a culture of prevention. The Crime Prevention Model provides for biannual communication to the Board of Directors. During 2022 there were no critical concerns reported.

In December 2022, Nova Austral and its subsidiaries managed to certify their crime prevention model for two more years, which was implemented under Law No. 20,393 on Criminal Liability of Legal Entities. The certification was delivered by MC Compliance, an independent firm registered with the Commission for the Financial Market (CMF).

We also have a Conflicts of Interest Policy, which includes annual affidavits of positions considered at risky. Records of meetings with Politically Exposed People are maintained.



Whistleblowing channel

During 2020, we implemented a free access whistleblowing channel to reinforce internal controls, which is managed by an independent third party.

The channel guarantees anonymity and confidentiality and is the means through which our collaborators and third parties can make complaints about violations that occur, both with respect to the Law and internal policies and regulations, or about any conduct that is contrary to the ethics, mission, vision or corporate values of the Company. It also functions as a way to formulate queries and concerns. During 2022, 8 complaints were received, mainly related to workplace harassment, payment of bills, and conflicts of interest, all of which were investigated and resolved.

Top executives

Nicolás Larco Dávila

Chief Executive Officer

Economist

Date of entry: 11/07/2019

Ignacio Faraldo Portus

Legal & Compliance Manager

Lawyer

Entry date 01/08/2022

Ignacio García León

Porvenir Plant Manager

Agronomist

Arrival date 17/08/2020

Javier Herrera Portorelli

Production Manager

Fisheries Engineer

Entry date 18/11/2019

Felipe Irigoyen Nicoletti

Logistics Manager

Industrial Civil Engineer

Entry date 27/7/2020

Ricardo Magri Olivares

Personnel/Employees
Assistant Manager

Public Administrator

Date of entry 01/06/2015

Jaime Mora Gajardo

Management Control
Assistant Manager

Industrial Civil Engineer

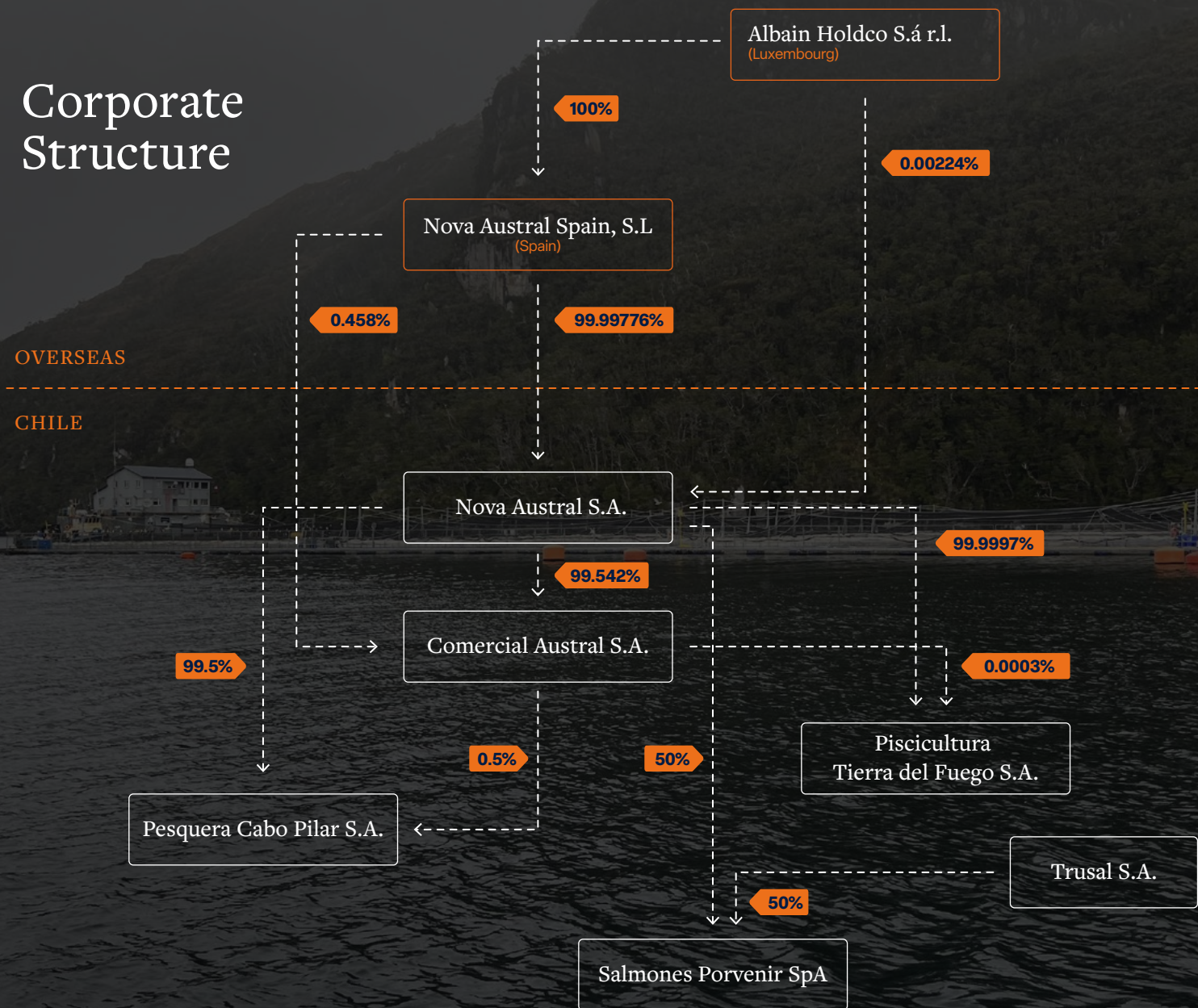
Date of entry 03/05/2021



Legal Structure

Nova Austral S.A., Rol Único Tributario N°96.892.540-7, is a closed corporation whose business consists of the production and processing of seafood, constituted under the laws of the Republic of Chile by public deed dated November 29, 1999, granted in the Notary of Santiago by Mr. Patricio Raby Benavente, under directory No. 4.783-1999, the extract of which was registered on page 14, number 7, of the Commercial Register of the Conservator of Real Estate, Commerce and Mines of Tierra del Fuego of 1999 and was published in the Official Gazette on December 7 of the same year (indistinctly the "Company" or "Nova Austral").

Corporate Structure



Environment



We have focused our efforts to ensure the protection of the environment and the conservation of the environmental heritage where our salmon is cultivated and processed to comply with what is required by Chilean regulations. In turn, the Nova Austral Code of Ethics promotes environmental responsibility through awareness of the favorable or unfavorable repercussions that an action can create, and armed with this knowledge, we seek to promote good practices.





Environmental management is responsible for the technical area, which must ensure full compliance with legal and voluntary obligations and the environmental sustainability of production units and processes. The farm sites regulate their activities through the Environmental Regulations for Aquaculture (RAMA). In addition, all our operational farm sites have a current RCA, which indicates that the activities are carried out in accordance with the corresponding environmental regulations with Law 19300/94 (SEGPRES).

For Nova Austral, both mitigation and preventive actions are relevant, since they allow the Company to avoid or minimize the adverse effects that may occur in daily operation. To this end, the Production Department has developed a Risk and Environmental Impact Assessment Matrix, which is applied to each production unit to establish the form and conditions for operation. Along with this, procedures, protocols, conservation, prevention, and contingency plans have been defined, in addition to the implementation of measurement and control equipment.

Nova Austral has been concerned with implementing strong controls that allow regulatory compliance throughout its operation through the internal control of the RCAs and the permanent review of regulatory compliance in each of the operations. These actions are managed by the technical area and the Compliance area in conjunction with the head or assistant of each farm site and the hatchery, who lead compliance operations outside of the office with the instructions generated in the RCAs that include the proper handling of equipment and compliance with applicable regulations.

Likewise, we have a complaints channel so that any internal or external person can file a claim or formal complaint anonymously or by identifying themselves. The whistleblowing channel is managed by an external company, which interacts with the Company's Compliance Officer.

Biodiversity

Due to the high value of the ecosystems where our operations are located, we prepare periodic biodiversity reports for each farm site. The biodiversity reports are created under the guidance of the Aquaculture Stewardship Council (ASC) standards, an international entity whose mission is to implement environmental standards that minimize or eliminate the social and environmental impacts of aquaculture, while allowing the industry to remain economically viable.

One of the primary objectives of the Company is to conserve the natural habitat, local biodiversity, and the functioning of ecosystems, for this we measure the following parameters:

- » Biodiversity and benthic effects
- » Water quality at and near the operation site
- » Nutrient release during production
- » Interaction with important or sensitive habitats and species
- » Interaction with wildlife, including predators

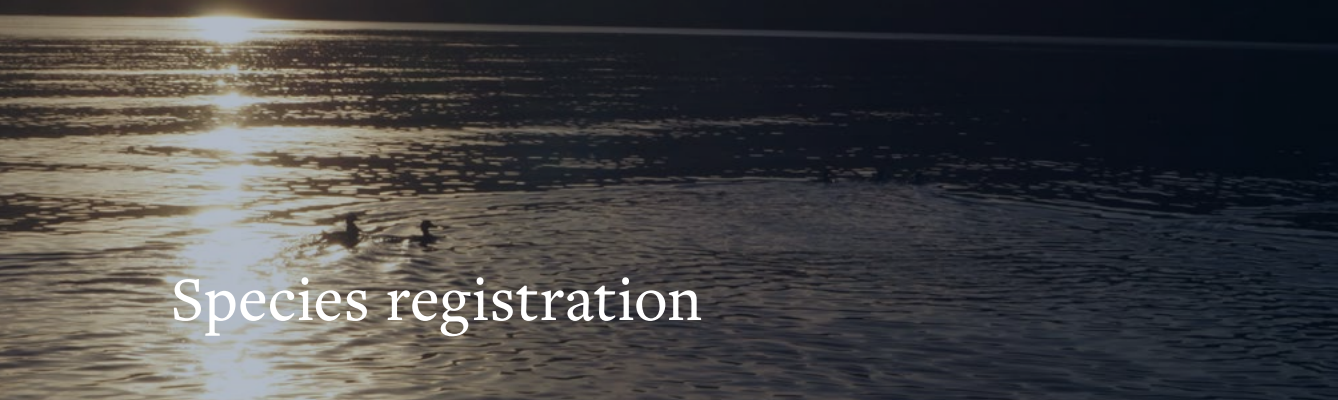
Based on the biodiversity reports, a risk assessment matrix is constructed and a proposal of procedures and actions to face them and, if necessary, mitigate them is created.



Areas of high environmental value

Some of the farm sites are located within a pristine sector of Alberto D'Agostini National Park. These concessions were granted before considering and ratifying the maritime area as a park, so our concessions are within the legal framework and possess acquired rights to exist. The total area of the concessions is 177.26 hectares, equivalent to 28 concessions. The total hectares that are within the park are 96.94 hectares.

The farm sites regulate their activities through the General Law of Fisheries and Aquaculture (LGPA) and Decree D.S 320/2001 (MINECON), the Environmental Regulation for Aquaculture (RAMA), which provides that environmental protection measures must be regulated so that aquaculture establishments operate at levels compatible with water bodies, river, and maritime lakes.



Species registration



| | Site Aracena 1 | Site Aracena 4 | Site Aracena 9 | Site Cockburn 3 | Site Cockburn 13 | Site Navarro 2 | Site Isla Juan |
|-------------------------|--|---|--|--|--|---|---|
| SPECIES (RCE) | » Marine Otter » Antarctic giant petrel » Fuegian steamer duck » Southern fur seal | » River otter » Kelp Goose » Antarctic giant petrel » Fuegian steamer duck » Condor | » Antarctic Giant Petrel » Fuegian steamer duck » Condor | » Fuegian steamer duck » Southern fur seal » Antarctic giant petrel » Kelp goose » Culpeo fox | » Antarctic giant petrel » Fuegian steamer duck » Flying steamer duck » Sea lion | » Fuegian steamer duck » Chilean dolphin | » Fuegian steamer duck » Chilean dolphin |
| ZONE | » During the sampling carried out in June, no reproductive activity of the registered species was observed in the terrestrial and coastal environments adjacent to the farm site. Considering the above, it can be concluded that the study area is also used as a transit and feeding area for most of the species of seabirds and coastal birds present. | | | » Reproductive activity of birds was detected in the place, by recording some imperial cormorant nests in low cliffs, in the southern part of the estuary. For the rest of the species, the activities observed were mainly transit and feeding. | » No reproductive activity of the species observed in the coastal environments and adjacent to the farm site was observed. Considering the above, it can be concluded that the study area is used as a transit and feeding area for most of the seabirds and shorebirds recorded in this report. | » No reproductive activity of the registered species was observed in the terrestrial and coastal environments adjacent to the farm site. Considering the above, it can be concluded that the study area is mainly used as a transit and feeding area for most species of seabirds and shorebirds present. | |
| ANALYSIS TERRITORIAL | » The marine portion, adjacent to the farm site, does not present spatial overlap with Areas of High Conservation Value (AAVC) recognized nationally (SNASPE), or internationally as Biosphere Reserves or Ramsar sites. | | | » The territorial analysis shows that the farm site is located within the marine territory of the Biosphere Reserve "Cabo de Hornos" and the Alberto de Agostini National Park, however, the productive activities of the farm site have not interfered in the development of scientific and conservation activities carried out in this protected area. The territorial analysis also indicates that the farm site does not present spatial overlap with other Areas of High Conservation Value (AAVC) recognized nationally, or internationally as Ramsar sites. | | » The territorial analysis shows that the farm site is located within the marine territory of the Kawésqar National Park, however, the productive activities of the farm site have not interfered in the development of scientific and conservation activities carried out in this protected area. The territorial analysis also indicates that the farm site does not present spatial overlap with other Areas of High Conservation Value (AAVC) recognized nationally (SNASPE), or internationally as Ramsar sites. | |

Efficient consumption and use of water

We are interested, as a Company, in managing water consumption more efficiently and to do this, we have implemented some measures at the Tierra del Fuego Hatchery:



Recirculation system.



Liquid industrial waste treatment systems (RILES), which include decanters, rotary filters or rotofilters, biofilters and sludge treatment systems that allow an adequate removal of contaminants contained in the effluents. These treatment systems are essential for reducing our greywater water footprint.



Registration and control of water consumption, for subsequent analysis and definition of improvement strategies.

For production, the Hatchery has water use rights that captures water from an intake located 9.5 km towards the sea and is brought to the plant through underground pipes throughout the entire route. The Hatchery also holds freshwater rights to two deep wells.

At the farm sites, we have water desalination plants that, through a filtration process (reverse osmosis), provide fresh water for use in the bathrooms and showers at the pontoons (houseboats). We have different types of plants, which according to their capacity, can process between 150, 250 or 300 liters per hour.

The water consumption data correspond to the m³ billed monthly by the processing plant, which is equivalent to 204,322 m³.



Energy emissions and consumption

As part of the ASC Certification process, the Company carries out an annual evaluation of greenhouse gases (GHG), for which it hired an external company that is responsible for visiting the farm sites and issuing the respective reports.

The classification of emissions is as follows:

- » **Scope 1:** Emissions from sources owned or controlled by the farm site corresponding to the certification unit. In this case, emissions produced by the combustion of generators and engines are included.
- » **Scope 2:** Corresponds to the emissions from the generation of energy consumed and acquired by the certification unit, where the term "energy" is used as a generic term that encompasses electricity, steam, and heating / cooling. In this case, the indicator includes the energy acquired from the public network for the Processing Plant and warehouses.

- » **Scope 3:** Corresponds to an optional reporting category that includes the rest of the indirect emissions. These emissions are a consequence of the activities of the farm site (as a certification unit), but occur in sources that are not owned or controlled by it. Included within Scope 3 are all activities of extraction and production of acquired materials (inputs), transport of officials, air travel or any transfer carried out by third parties. Fish feed was included in this study, as it is one of the relevant inputs for salmon production in terms of greenhouse gas emissions and is also a requirement of the ASC standard.

GHG emissions 2021/2022



Total GHG emissions in 2022 reached 20,888.15 CO₂/ton. The increase with respect to 19,988.6 from 2021 represented an increase of 4% over the previous year, due to the greater biomass gained in the farm sites at the end of 2022.

Greenhouse gas emissions (CO₂/TON)

| | 2022 | 2021 |
|-------------------------|-----------|----------|
| Total Scope 1 emissions | 1,004.21 | 9,069.25 |
| Total Scope 2 emissions | 3,447.45 | 3,964.46 |
| Total Scope 3 emissions | 16,436.49 | 4,433.02 |
| TOTAL | 20,888.15 | 19,988.6 |



Other emissions

The Company does not have measures to prevent, reduce or repair total emissions of nitrogen oxides (NOx), sulfur oxides (SOx), and other emissions, however, the generators comply with national regulations.



Power consumption

Our energy consumption comes from non-renewable sources, and we have not yet implemented measures for the reduction of energy consumption. **Total consumption in 2022 was 7,782,056 kWh.**



Total non-renewable energy consumption (kWh)

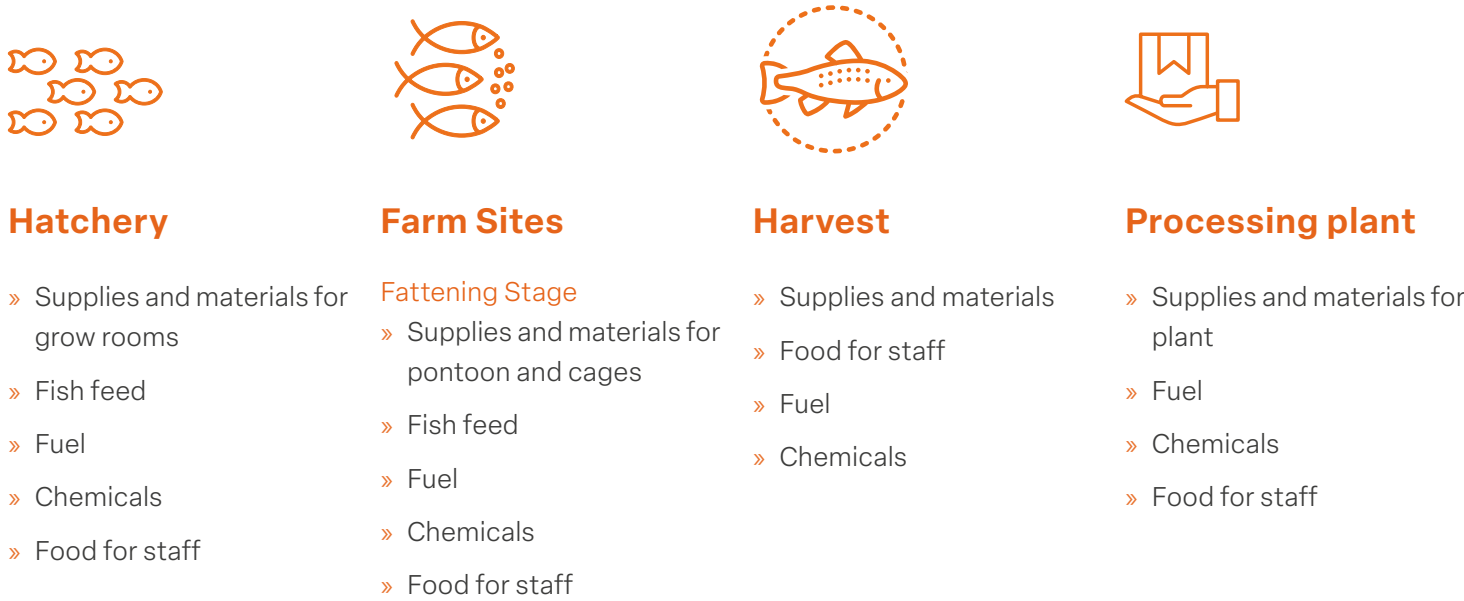
| | |
|------------------|------------------|
| Processing plant | 6,381,877 |
| Ice plant | 1,394,381 |
| Warehouse | 5,798 |
| TOTAL | 7,782,056 |

Waste Management

We have a comprehensive management system for the waste generated in the different production units. The Waste Management Plan establishes the management measures according to the type, origin, as well as the alternatives of minimization, reuse, or recycling, to then determine the appropriate places for its final disposal, complying with the applicable legal provisions. This plan defines the hierarchy of the company in the handling of waste based on Law 20,920, which regulates waste management, extended producer responsibility and the promotion of recycling. This hierarchy establishes an order of management preference, which considers the first option to be the prevention of the generation of waste, followed by reuse, recycling and energy recovery and, as a last option, the disposal of waste. This plan applies to all the Nova Austral dependencies and farm sites, as well as to the companies that provide services.

Waste generation and significant waste-related impacts

Main inputs, activities and resulting outputs that give or could give rise to environmental impacts



Types of Residue

From the different activities carried out in farm sites, different types of waste are identified, classified into Non-Hazardous Waste and Hazardous Waste. **From this classification, they were grouped according to their composition, either organic and inorganic.**



Non-hazardous waste

- » Non-hazardous wastes are those wastes that are produced and do not present any risk to human health and / or the environment.

Non-hazardous solid waste

- » Non-hazardous solid waste is generated by the activity of the salmon industry and corresponds to waste from the implementation, maintenance, and / or end of production cycle at the farm sites.

Household solid waste

- » Household solid waste is mainly generated in places such as the employee cafeteria, bathrooms, and offices. For example: food scraps such as fruits and vegetables (organic waste), papers, plastic bottles, cardboard, pontoon maintenance waste, such as containers for cleaning supplies, white layers, buckets, pallets, etc.

Organic liquid waste

- » Sewage (Treatment Plant), silage mortality, blood water, silage system washed water (pot and pond).

Inorganic liquid waste

- » Inorganic liquid waste corresponds to disinfectants and detergents mainly and to a lesser extent anesthetics, are all biodegradable.

Solid hazardous waste

- » They are the product of the maintenance of boats, equipment, and machinery, such as batteries, spark plugs, filters, disused batteries, fluorescent tubes, maintenance solids, sand or cloths contaminated with oil, short sharp material such as scalpels, and as part of the administrative operations, such as cartridges or ink toner, computer and / or telephone equipment, among others.

Liquid hazardous waste

- » Along this line are, expired drugs, detergents or disinfectants in disuse, water with hydrocarbons, used oils, and any dangerous substance whose shelf life has expired.

Hazardous waste

| Ton Waste | Hazardous waste | Non-hazardous waste | Recycled waste |
|------------------|-----------------|---------------------|----------------|
| Processing plant | 2,42 | 9.688,9 | 6.277,6 |
| Farm Sites | 1,37(*) | 1.050,2 | 992,3 |
| Hatchery | 5,44 | 653,4 | 499,0 |
| Total | 7,86 | 11.392,4 | 7.768,9 |

(*) Only solid waste was included.

Supplies and raw materials



The consumption of supplies corresponds to the packaging material necessary to prepare the product for sale and be transported while maintaining optimal conditions. Although we have recovered packaging materials, we do not have the records that allow us to identify the percentage recovered by product category.

Materials used by weight and volume

| | Nova Austral | (Third Party Products) |
|----------------------------|-------------------|------------------------|
| Cardboard | 247.679 kg | 143.883 kg |
| Styrofoam, plastic, others | 194.997 kg | 184.278 kg |
| TOTAL | 442.676 kg | 328.161 kg |

Creating value in society



To continue strengthening ties with the communities, during 2022, we resumed face-to-face meetings with the different organizations close to our operation, in order to support them and work together on issues of interest.





We understand that a large part of our relevance as a company is the contribution we make to local economic development. **The vast majority of our employees are from the area (*)**. 11% of our suppliers are local.

Relationship with the community

To establish a link with communities, we have a person in charge of Internal Communications and Community Relations, who makes direct contact with people to generate instances of dialogue. The team is open to implementing roundtable discussions and schedule meetings when necessary to ensure that communication between the parties is smooth.

Among the meetings we held in 2022 were those held with the community "Kawesqar, Mapuche and Seafarers" and with the Punta Carrera group, with whom we addressed the needs and challenges for 2023.

We also had meetings with representatives of the University of Magallanes to finalize a collaboration agreement so that students

from the Aquaculture Technician career can do their professional practice in our company.

» (*) See details in Chapter The Commitment of a Team.





English for Porvenir Program



Since 2018, we have collaborated with the Municipality of Porvenir, the SEREMI of Education and FIDE XII on the English for Porvenir program. During 2022, 100% of pre-kindergarten and kindergarten students at Bernardo O'Higgins School made progress in English listening comprehension and 92% in listening comprehension and oral communication. For Nova Austral, these achievements are important, which directly benefit the Fuegian community.



Donations

In 2022, the Company donated supplies to the Kawesqar community "Ancon without exit"; and also, collaborated with the activity "Salmojornadas", which took place in October in Porvenir to raise funds for the solidarity crusade "Days for Rehabilitation in Magallanes".



Scholarships for young people

Our commitment to the residents of Porvenir prompted us to contribute with Higher Education Scholarships through the current agreement with the Municipality of Porvenir and the High School of the commune. This program has existed since 2018 and benefits students who begin their higher education outside the capital of the province of Tierra del Fuego.



Fish farming and its link with the environment



For Nova Austral, it is very important to make the community aware of the projects and production processes that occur in the facilities of the Tierra del Fuego Hatchery (PTF). During 2022, we received visits from students at the Technical Training Center (CFT) in Porvenir. Students in the technical careers in Wind Energy and Logistics Systems participated in the visits, as well as students from the Liceo Polivalente Hernando de Magallanes de Porvenir, and the students from Don Bosco and María Behety high schools in Punta Arenas.

The interest in learning about the PTF even crossed borders, because we were also visited by teachers and students from the Fisheries Engineering career at the University of Ushuaia, Argentina.

The commitment of a team



We produce our salmon in the pristine waters at the end of the world.

In order to accomplish this, it is crucial that we have the full commitment of our team, who works under remote conditions in a very unique climate. Our team is the foundation of our company, and their hard work allows us to provide our customers with top quality products.



98.5% of our workforce is located in the Magallanes and Chilean Antarctic Region, and 75% of that 98.5% is in the city of Porvenir. The rest of our work force is in the regions of Los Lagos and Valparaíso.

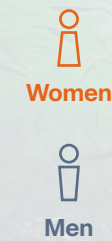
At the end of 2022, the number of workers reached **849 people**, of which **64% are men**. Most employees are land based and are between the **ages of 18 and 35.**

Total workers at Nova Austral



36% 305 Women
64% 544 Men

Workers by occupational category, separated by gender



| | |
|----------------|-----------|
| Administrators | 22 / 24 |
| Assistants | 8 / 20 |
| Supervisors | 19 / 51 |
| Manager | 0 / 6 |
| Chief | 7 / 40 |
| Maintenance | 1 / 39 |
| Operative | 244 / 334 |
| Submanager | 0 / 2 |
| Supervisor | 4 / 28 |

Total employees by age range

| | | | |
|--------------|--------------|--------------|--------------|
| 382 | 283 | 167 | 17 |
| From 18 - 35 | From 36 - 50 | From 51 - 65 | More than 65 |

TOTAL: 849 employees

Human rights and working conditions

As a Company, we support and respect the protection of internationally recognized fundamental human rights and ensure that violations do not occur with our employees, contractors, subcontractors and / or service providers.

As part of the recruitment process, we establish age verification mechanisms. Of the total number of workers we have hired, none is under 18 years of age. In Nova Austral, we do not obligate any Chilean or migrant employee to perform forced labor, forced contract work, trafficking or non-voluntary work. All employee contracts clearly establish work times, work location, and the agreed remuneration.

Labor relations

Our Code of Ethics recognizes and grants the right to all employees to participate or associate freely in collective bargaining. At Nova Austral, maintaining permanent links and open communication channels with our workers is essential.



Workers associated with a collective agreement

The working conditions of non-unionized personnel are based on the structure of collective agreements, which protects the Company from falling into anti-union practices.

| Company | No Collective Agreement % | Collective agreement % |
|------------------------------------|---------------------------|------------------------|
| Comercial Austral S.A. | 100.0 | 0.00 |
| Nova Austral S.A. | 13.78 | 86.22 |
| Piscicultura Tierra del fuego S.A. | 27.69 | 72.31 |
| Grand total | 15.92 | 84.08 |

Career development and training

We have annual training plans at the Porvenir Plant, Punta Arenas Office, Farm Sites, and the Tierra del Fuego Hatchery. Records for the 2022 period indicated 95%, 95% and 93% compliance respectively.

Career development programs at Nova Austral include: promotions through internal

or mixed selection processes, internal and external training, executive coaching for middle managers, flexible hours to participate in academic tasks, possibility of accreditations and paid work practicums, among others.



The average number of training hours per employee reached 8.3 hours.

With respect to performance evaluations, an instrument is used for determining whether an employee becomes permanent after their probationary period. The instrument includes the five corporate values, behavioral competencies, and technical competencies graded into four levels.

| Training hours | | | | | | | | | |
|---|---------------|-----------|------------|---------|-------|-------------|----------|------------|------------|
| TOTAL: 7,064 / Hours 8.3 / Average | | | | | | | | | |
| | Administrator | Assistant | Supervisor | Manager | Chief | Maintenance | Operator | Submanager | Supervisor |
|  Hours | 898 | 446 | 806 | 48 | 986 | 878 | 2,256 | 2 | 744 |
|  Average | 20 | 16 | 12 | 8 | 21 | 22 | 4 | - | 23 |



Diversity, inclusion, and non-discrimination

The Company maintains an anti-discrimination policy, stating that it does not support or accept discrimination in the following areas: hiring, remuneration, access to training, and promotion, termination of contract due to race, caste, national origin, religion, disability, gender, sexual orientation, membership, political affiliation, age, or any other condition.

We respect the principle of equal pay for the same type of work, equal access to job opportunities, promotions, raises, and parental leave. We also promote development based on employee’s abilities and provide all employees with the same career development opportunities, according to the organizational structure and their performance.

At Nova Austral, we have established procedures that are focused on skills, qualifications, or attributes for the selection and profile of positions. The differences between men and women are due to different types of specific training that are necessary for the different professional profiles of the workforce and do not respond to a discriminatory policy.

The wage gap is 23%, which means that men earn, on average, 23% more than women.

Prevention and occupational health

Safety and health at work represent a fundamental pillar for the development of each stage of our production process. This pillar is evident in every task and action of our employees and sustains the essence of self-care and a preventive culture that distinguishes us.

At Nova Austral, we are committed to establishing healthy and safe workspaces. Safety is one of the pillars of our Company, which is why we have a Risk Prevention and Occupational Health Department that manages, organizes, and applies the established protocols and policies that aim for zero accidents in our facilities.

The Risk Prevention, Hygiene and Occupational Health policy establishes guidelines regarding the importance of the health and safety of our employees and external personnel. We develop preventive control tools that deliver a strategy based on the detection and identification of hazards, implementation of control measures and their effectiveness in the management of preventive actions, all of which is aimed at reducing accidents and occupational diseases. Through the identification of hazards and risks, matrices are developed

for each area that is evaluated. The matrices are updated annually and each time an accident occurs.

All workers who want to notify the Company about sources of danger can do so through the Joint Health and Safety Committees, the Risk Prevention Department, and / or making an incident report. The company's three Joint Committees establish channels for workers' participation and questions and allow measures to be taken to correct deficiencies and improve the health and safety system.

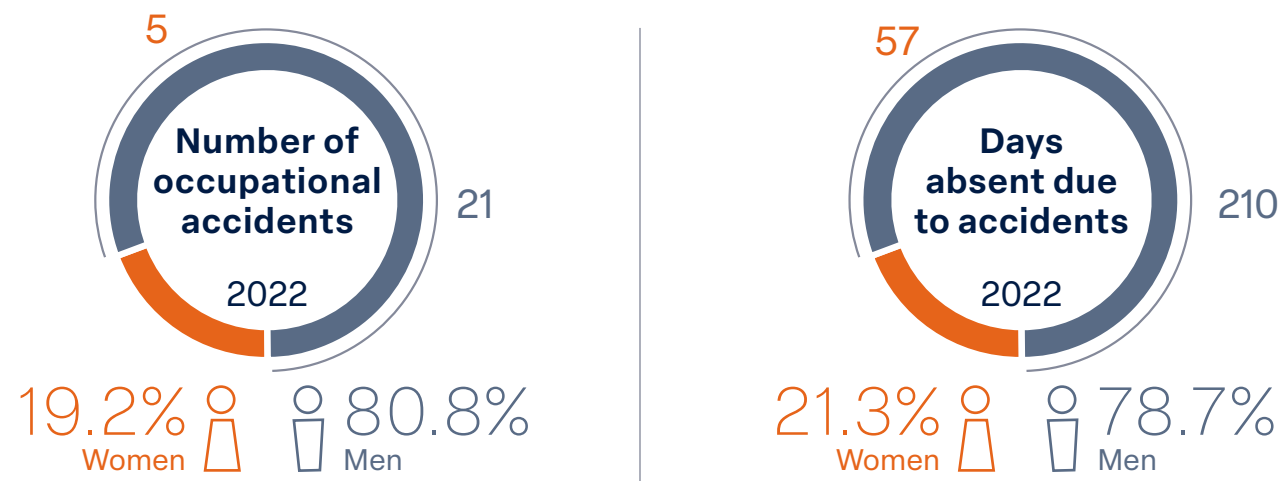


Management and prevention of occupational diseases

We have implemented Surveillance Protocols developed by the Ministry of Health for risk management and prevention of occupational diseases. Compliance with these protocols is created in conjunction with the technical advice of our Administrative Body of the Law on Accidents and Occupational Diseases.

We provide the same level of preventive management for our external contractors. To do this, we rely on what is outlined in the Subcontracting Law No. 20,123 and our Special Regulations for Contractors and Subcontractors. Throughout the contractual relationship, we monitor for compliance with protocols, certifications, and current legal regulations. During 2022, the participation of workers from contracting companies reached 322 people, who came from to 33 service companies.

Accident indicators



| Types of Accidents | Year 2022 |
|--|-----------|
| Recordable work-related injury accidents or work-related illnesses (i.e. accidents) of unemployed workers (controlled or directly linked through business relationships) | 20 |
| Work-related injury accidents of serious consequences or work-related health problems of unemployed workers (controlled or directly linked through business relationships) | 3 |
| Accidents involving work-related deaths of non-employed workers (controlled or directly linked through business relationships) | 1 |



Department of Prevention and Occupational Health 2022 Training



Face-to-face courses, e-learning, New Worker Orientation

418

of Courses

2,457

Course Attendance

3,613

Hours

» Direct workers

The Company provides employees with a list of all health and safety hazards. It also provides workers with personal protective equipment, appropriate for health and safety hazards, and employees are trained how to use the protective equipment annually.

We promote prioritizing optimal health to all of our employees by providing preventive health services, supported by our internal staff (Paramedics), the Compensation Fund, and our local, public hospital.

GRI Index



GRI Content Index

| GRI STANDARD | Page and/or comments |
|-------------------|---|
| Gri Standard 2021 | 2-1 Organizational details2 |
| | 2-2 Entities included in the organization’s sustainability reporting2 |
| | 2-3 Reporting period, frequency and contact point2 Ignacio Faraldo Portus Gerente Legal & Compliance Ignacio.Faraldo@novaustral.cl |
| | 2-4 Restatements of informationNo updates available |
| | 2-5 External assuranceThis report has not been verified |
| | 2-6 Activities, value chain and other business relationships9 and 11 |
| | 2-7 Employees45 and 46 |
| | 2-8 Workers who are not employeesDoes not include information for contractors |
| | 2-9 Governance structure and composition27 and 29 |
| | 2-10 Nomination and selection of the highest governance body27 |
| | 2-11 Chair of the highest governance bodyTom Christian Jovik |
| | 2-13 Delegation of responsibility for managing impactsInformation not specified |
| | 2-14 Role of the highest governance body in sustainability reportingInformation not specified |
| | 2-15 Conflicts of interest28 |
| | 2-16 Communication of critical concernsInformation not specified |
| | 2-17 Collective knowledge of the highest governance bodyInformation not specified |
| | 2-23 Policy commitments13, 15 and 16 |

| GRI STANDARD | | Page and/or comments |
|---|--|---|
| Gri Standard 2021 | 2-24 Embedding policy commitments | N/A |
| | 2-25 Processes to remediate negative impacts | 13,15 and 16 |
| | 2-27 Compliance with laws and regulations | 16 |
| | 2-28 Membership associations | 14 |
| | 2-29 Focus on stakeholder engagement | 2 and 3 |
| | 2-30 Collective bargaining agreements | 47 |
| Material Topics | 3-1 Process to determine material topics | 2 and 3 |
| | 3-2 List of material topics | 2 and 3 |
| Market Presence and Procurement Practices | | |
| Focus | 3-3 Management of material topics | Throughout the report there are references to the importance of local development |
| Market presence indicators | 202-2 Proportion of senior management hired from the local community | 45 |
| Procurement practices indicators | 204-1 Proportion of spending on local suppliers | 42 |
| Anti-corruption | | |
| Focus | 3-3 Management of material topics | 26 and 28 |
| Anti-corruption indicators | 205-2 Communication and training about anti-corruption policies and procedures | 14 and 28 |
| Materials | | |
| Focus | 3-3 Management of material topics | 40 |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | 40 |
| | 301-2 Recycled input materials used | 40 |
| | 301-3 Reclaimed products and their packaging materials | 40 |

| GRI STANDARD | | Page and/or comments |
|--------------------------------|---|----------------------|
| Energy | | |
| Foccus | 3-3 Management of material topics | 37 |
| Energy indicators | 302-1 Energy consumption within the organization | 37 |
| Water and Effluents | | |
| Focus | 3-3 Management of material topics | 35 |
| Water and effluents indicators | 303-3 Water withdrawal | 35 |
| | 303-5 Water consumption | 35 |
| Biodiversity | | |
| Focus | 3-3 Management of material topics | 33 |
| Biodiversity indicators | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 33 |
| | 304-2 Significant impacts of activities, products and services on biodiversity | 33 and 34 |
| | 304-3 Habitats protected or restored | 33 |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | 34 |
| Emissions | | |
| Focus | 3-3 Management of material topics | 36 |
| Emissions indicators | 305-1 Direct (Scope 1) GHG emissions | 36 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 36 |
| | 305-3 Other indirect (Scope 3) GHG emissions | 36 |
| | 305-5 Reduction of GHG emissions | 36 |
| Emissions indicators | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 37 |

| GRI STANDARD | | Page and/or comments |
|--|--|----------------------|
| Waste | | |
| Focus | 3-3 Management of material topics | 38 |
| Waste | 306-1 Waste generation and significant waste-related impacts | 38 |
| | 306-2 Management of significant waste-related impacts | 38 |
| | 306-3 Waste generated | 39 |
| | 306-4 Waste diverted from disposal | 40 |
| Occupational Health and Safety | | |
| Focus | 3-3 Management of material topics | 50 and 51 |
| Occupational Health and Safety indicators | 403-1 Occupational health and safety management system | 50 and 51 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 50 |
| | 403-5 Worker training on occupational health and safety | 52 |
| | 403-9 Work-related injuries | 51 |
| Training and Education | | |
| Focus | 3-3 Management of material topics | 48 |
| Training and Education Indicators | 404-1 Average hours of training per year per employee | 48 |
| Diversity and Equal Opportunity | | |
| Focus | 3-3 Management of material topics | 49 |
| Diversity and Equal Opportunity indicators | 405-1 Diversity of governance bodies and employees | 45 and 46 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 49 |

| GRI STANDARD | | Page and/or comments |
|---|---|----------------------|
| Child Labor | | |
| Focus | 3-3 Management of material topics | 47 |
| Child Labor indicators | 408-1 Operations and suppliers at significant risk for incidents of child labor | 47 |
| Forced or Compulsory Labor | | |
| Focus | 3-3 Management of material topics | 47 |
| Forced or Compulsory Labor | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 47 |
| Local Communities | | |
| Focus | 3-3 Management of material topics | 42 |
| Local Communities | 413-1 Operations with significant actual and potential negative impacts on local communities | 47 |
| Health and safety of products and services | | |
| Focus | 3-3 Management of material topics | 17 to 19 |
| Health and safety of products and services indicators | 416-1 Assessment of the health and safety impacts of product and service categories | 18 to 20 |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 22 |



Nova Austral

PURE SALMON FROM ANTARCTIC WATERS

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