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Human Rights Policy
CODE: GA010023

VALIDATION ROUTE		
FUNCTION	POSITION	ORGANIZATIONAL UNIT
PREPARED BY:	COMPLIANCE OFFICER	COMPLIANCE - GRUPO AGUAS
CONSENSUS:	COMPLIANCE MANAGEMENT SYSTEM CONSULTANT	COMPLIANCE - GRUPO AGUAS
APPROVED BY:	BOARD OF DIRECTORS	BOARD OF DIRECTORS

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1. OBJECTIVES

For the companies that are part of Grupo Aguas (the “Companies”), respect for and protection of Human Rights are values safeguarded on a daily basis. This is established in the Code of Ethics, which stipulates that Grupo Aguas has shared for many years a culture of commitment to Human Rights and respect for human dignity.

In this regard, this Human Rights Policy has been implemented with the purpose of giving concrete form to these principles and serving as a guide for conduct within the Group and throughout its value chain.

2. SCOPE

This Policy applies to all the companies that form part of Grupo Aguas (Aguas Andinas S.A., Aguas Cordillera S.A., Aguas Manquehue S.A., Hidrogística S.A., Análisis Ambientales S.A., Ecoriles S.A. and Biogenera S.A.; all of them, jointly, the “Group”, “Grupo Aguas”, or the “Company”) and shall be observed by all persons who are part of said companies at all organizational levels.

In the same sense, it is expected that our contractors and other business partners acting on behalf of the Company, either in Chile or abroad, will concretely adopt the principles set forth in this Policy.

Additionally, this Policy applies to all companies, subsidiaries, and associations in which any company of Grupo Aguas holds control. In those cases where such control is lacking, or where there is equal participation with other partners, efforts shall be made to encourage the adoption and implementation of policies and measures that contribute to the respect for and protection of Human Rights.

3. RELATED DOCUMENTS

The documents that complement and/or serve as a reference for this Policy include, among others, the following:

- Code of Ethics.
- Criminal Offense Prevention Model.
- Sustainability Policy.
- Compliance Policy.
- Anti-Corruption Policy and Associated Procedures.
- Procedure for Reports, Investigations and Sanctions.
- Donations and Sponsorships Policy.
- Procurement Policy.
- Suppliers’ Decalogue.
- Equality and Work–Family–Personal Life Balance Policy.
- Internal Regulations on Order, Hygiene and Safety.
- Recruitment and Selection Procedure.
- Environmental Compliance Policy.
- Criminal Offense Prevention Policy.

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4. COMMITMENT

Our Human Rights Policy is designed to foster and strengthen behaviors that uphold the principles on which it is based, using due diligence as a framework for action. This approach enables us to assess the impact of our activities in order to identify and prevent Human Rights risks through the development of action plans, indicator monitoring, and ongoing communication.

As a Group, we promote a culture of compliance throughout the organization, thereby ensuring that integrity and respect for human rights form part of the conduct of all Grupo Aguas employees at every organizational level. In this regard, the commitment of Senior Management to achieving the stated purposes and objectives is essential.

Consequently, this Human Rights Policy reflects our organizational commitment to establishing the foundation for effective recognition, management, and continuous improvement in the field of human rights—engaging the entire organization in building a culture of integrity and respect for the high ethical standards promoted by Grupo Aguas.

As a demonstration of Senior Management's commitment to fostering a culture that upholds human rights within the Company and throughout its value chain, this document has been approved by all the Boards of Directors of the Grupo Aguas companies and shall be binding upon the entire organization.

5. PRINCIPLES

As a Group, we recognize and respect all internationally recognized human rights and freedoms, including the International Bill of Human Rights, which encompasses the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

In addition, our Grupo Aguas ensures that the fundamental rights of workers are respected in accordance with the ILO Declaration on Fundamental Principles and Rights at Work. We respect and promote freedom of association, the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and human trafficking, and the elimination of discrimination in employment and occupation.

When necessary, the Group refers to other international instruments for the protection and respect of specific human rights related to certain circumstances, population groups, and stakeholders.

We are committed to observing and complying with Chilean legislation in all areas, including what is stipulated regarding human rights.

We strive to ensure consistency with other Company policies related to human rights and associated matters, including our Sustainability Policy, Code of Ethics, Integrated Management Policy, Recruitment and Selection Procedure, Gender Equality and Work-Life Balance Policy, Compliance Policy, Anti-Corruption Policy, Criminal Offense Prevention Model (Law No. 20.393), Suppliers Policy, Suppliers Decalogue, among others.

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We recognize that our operations encompass the entire water cycle management: water catchment, drinking water treatment, transport and distribution, as well as the collection, treatment, and management of wastewater. For this reason, we always seek to avoid impacts and mitigate the consequences on human rights that may be affected throughout the value chain, and, where appropriate, to provide remedy to the persons or groups whose rights may be affected as a consequence of our operations, in strict accordance with the United Nations Guiding Principles on Business and Human Rights for the implementation of the UN framework to protect, respect, and remedy.

6. COMPLIANCE AND IMPLEMENTATION

Grupo Aguas is committed to taking action to understand, identify, and monitor the most significant risks of human rights violations.

As a first step, Aguas Andinas, a signatory of the UN Global Compact, has endorsed the four commitments agreed upon within the framework of the National Action Plan on Business and Human Rights (NAP). These commitments include the following:

1. Development of a Human Rights Policy.
2. Implementation of a Due Diligence Process.
3. Training for its stakeholders on Human Rights issues.
4. Establishment of grievance, complaint, or remediation mechanisms.

In addition to this Policy, Grupo Aguas carries out a due diligence process to identify and assess potential human rights impacts and risks.

As a result of the due diligence process, potential risks are identified, as well as where they may occur within our operations, value chain, or activities related to the Company, and which potential human rights issues could be relevant. Based on this, Grupo Aguas undertakes to develop action, mitigation, and/or remediation plans whenever necessary and as appropriate.


Furthermore, Grupo Aguas is committed to training the organization on Human Rights matters.

7. REPORTING OF NON-COMPLIANCE

Any employee or external third party of the companies within Grupo Aguas who witnesses a breach of the provisions set forth in this Policy may report it through the Grupo Aguas Whistleblowing Channel, available on Aquanet and on the Company's website, or by contacting the Compliance Officer directly at compliance@aguasandinas.cl.

8. SANCTIONS

Failure to comply with this Policy shall give rise to the sanctions established by Law, the employment contracts, and the Internal Rules on Order, Hygiene and Safety, which may range from warnings to the termination of the employment contract.

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In the case of suppliers and business partners, sanctions may include a written reprimand addressed to the supplier's management, or the immediate termination of the contract with the supplier in the event of serious infringements.

The foregoing is without prejudice to any labor, civil, administrative and/or criminal sanctions that may apply to the offender.

9. MONITORING AND REVISION

The Compliance Officer shall be responsible for ensuring compliance with this Policy and shall report directly to the Board of Directors at least once a year.

An internal communication channel has been made available to all employees through the intranet and via email (compliance@aguasandinas.cl) to address and resolve any questions regarding the application of this Policy.

The Human Rights Policy shall be reviewed and updated, if necessary, at least once a year.

10. REVISION HISTORY

REVISION HISTORY		
VERSION No.	DATE	REMARKS
00	April 2018	Generation of the Human Rights Policy.
01	May 2020	Formal and organizational revisions and adjustments, as reported to the Board of Directors.
02	November 2020	ESSAL S.A. is removed from Grupo Aguas and formal adjustments are incorporated.
03	May 2021	Grupo Aguas is replaced by Grupo Andinas.
04	May 2022	The corporate name Gestión y Servicios S.A. is changed to Hidrogística S.A.
05	November 2022	In Section 5, Principles, "Human Trafficking" is explicitly incorporated.
06	May 2023	No changes.
07	May 2024	Grupo Andinas is replaced by Grupo Aguas. The corporate name Aguas del Maipo S.A. is changed to Biogenera S.A.
08	June 2025	Document reviewed; no changes.

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