



CORPORATE SOCIAL RESPONSIBILITY POLICY

The Executive Management of Santa Teresa S.A., together with its direct collaborators, has resolved to contribute to its social environment by establishing a Declaration of Principles and Guidelines within the framework of Corporate Social Responsibility. In pursuit of this commitment, Santa Teresa S.A. Viña De Martino undertakes the following:

- **Viña De Martino** adheres to a recruitment policy founded on the voluntary decision of individuals to join the company, ensuring their full freedom to terminate their contractual obligations upon due formal notice.
- **Viña De Martino** is committed to remunerating its employees fairly, lawfully, and punctually, in full compliance with applicable social security and bonus-related obligations, as stipulated in each employment contract upon hiring. Furthermore, the company provides comprehensive support to employees' families in the areas of healthcare, well-being, education, and recreation.
- **Viña De Martino** maintains a firm commitment to the surrounding community by fostering open, direct, and continuous dialogue; supporting entrepreneurship and social aid initiatives; and actively participating in community development activities.
- **Viña De Martino** is dedicated to environmental stewardship throughout every stage of its operations—from vineyard to packaged product—ensuring the rational and sustainable use of natural resources. The company continually seeks to incorporate more efficient and eco-friendly renewable energy sources, striving for continuous improvement while minimizing waste generation and environmental impact.
- **Viña De Martino** ensures that all employees are treated with dignity and respect, without distinction of hierarchical position, in strict adherence to national and international labor regulations regarding rights and obligations.
- **Viña De Martino** promotes long-term employment relationships through the use of indefinite employment contracts. Additionally, the company is committed to non-discrimination between permanent employees, contractors, and service providers.
- **Viña De Martino** guarantees that all ordinary and overtime working hours comply fully with current labor legislation.
- **Viña De Martino** strictly prohibits any form of discrimination—whether political, sexual, religious, age-related, racial, social, or otherwise—in hiring, promotion, or advancement decisions within the organization.
- **Viña De Martino** actively identifies and manages all potential risks to the health and safety of its employees through the implementation of safe and hygienic work procedures and the provision of ongoing training programs.
- **Viña De Martino** fully respects the right of employees to freely associate in labor unions, sports clubs, cultural organizations, or other associations, provided such affiliations are consistent with the company's values, integrity, and applicable legal framework.
- **Viña De Martino** fully endorses the principles of children's rights and expressly prohibits the use of child labor in any of its own or subcontracted operations.

Pietro De Martino Cáceres
Chief Executive Officer

Isla de Maipo, updated January 2025.