



DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY



At Industria Mecánica Vogt S.A. ("VOGT"), we believe that diversity, equity, and inclusion are essential conditions for sustainable, responsible management that is consistent with our corporate values.

We understand that an inclusive environment, where differences are valued and equal opportunities are promoted, strengthens creativity, innovation, the commitment of our teams, and the trust of our stakeholders. This policy reflects our conviction that each person, with their talents and perspectives, contributes to the growth, competitiveness, and sustainability of VOGT.

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

We also encourage our suppliers, contractors, subcontractors, and strategic partners to adopt similar principles, to the extent that this is within our 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 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.
- Sustainable Development Goals (SDGs), especially SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).
- Chilean Standard NCh 3262 on gender equality and work-life balance.

At the national level, we are guided by the legislation in force in Chile, in particular the Labor Code, Law No. 20,609 against Discrimination, Law No. 21,015 on Labor Inclusion of Persons with Disabilities, Law No. 21,275 establishing the figure of the Labor Inclusion Manager, and Law No. 21,643 ("Karin Law") on the prevention of workplace harassment, sexual harassment, and violence at work, among other related regulations.





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FUNDAMENTAL COMMITMENTS

At VOGT, we are committed to:



ACTIVELY PREVENTING DISCRIMINATION AND PROMOTING EQUAL OPPORTUNITIES

Implementing internal measures, programs, and policies that ensure an inclusive, diverse, and equitable work environment, in line with our Human Rights Policy.



EQUAL PAY AND EMPLOYMENT IN PROFESSIONAL DEVELOPMENT

Progressively working to identify and reduce gaps, ensuring competitive and transparent remuneration and professional development practices.



INCLUSION AND RESPECT FOR DIVERSITY

Promoting the full participation of all people, valuing their talents, experiences, and perspectives in decision-making, considering diversity in gender, generation, culture, origin, abilities, and sexual orientation.



WORK-LIFE BALANCE

Foster conditions that allow for a balance between work, family, and personal responsibilities.



PARTICIPATION AND TRAINING

Raising awareness and training our teams on diversity, equity, and inclusion, strengthening an organizational culture based on mutual respect.



RESPECT FOR INDIGENOUS COMMUNITIES AND PEOPLES

Recognizing and valuing the cultural richness of the communities with which we interact, integrating an intercultural vision into our relationships.



MEASURING PROGRESS

VOGT may progressively develop diversity, equity, and inclusion indicators (e.g., female participation, inclusion of people with disabilities, reduction of wage gaps) and, where appropriate, report progress in its sustainability reports.





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We will implement progressive due diligence processes to identify, prevent, mitigate, and, where appropriate, remedy actual or potential negative impacts related to discrimination or exclusion, ensuring that diversity and inclusion are an integral part of our business management.

VOGT has accessible, confidential, and secure mechanisms in place to receive concerns, complaints, or claims related to this policy or possible violations of the principles set forth herein. These mechanisms will be managed by bodies designated by the company (e.g., Ethics Committee or Compliance Officer).

Any form of retaliation against those who, in good faith, file complaints or cooperate in their investigation is expressly prohibited.

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 established 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.

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

