

CORPORATE POLICIES

WORKPLACE HARASSMENT POLICY OF THE PRODECO GROUP

Any organization that operates in a competitive market requires qualified staff in the activity it develops, as well as the existence of order and discipline within, but also a work environment devoid of abuse and discrimination. In the Prodeco Group, we have assumed the unrestricted commitment to not tolerate any type of discrimination, harassment or physical or verbal aggression in the workplace. We endeavor to reflect in our workforce the diversity of the communities where we operate, and promote among our employees and the employees of our contractors a respectful, constructive and open communication in pursuit of shared business goals.

We are equally committed to prohibiting discrimination based on race, nationality, religion, gender, age, sexual orientation, disability, ancestry, social origin, political or other opinion, or other arguments. We do not accept any form of racial, sexual, gender or workplace harassment.

We have adopted this policy based on the currently enacted legislation, which defines workplace harassment as any persistent and demonstrable behavior exercised over an employee by an employer, an immediate or mediate boss or superior, a coworker or a subordinate to instill fear, intimidation, terror and anguish, to cause harm or demotivation at work, or to induce resignation.

We further reject the different forms of Workplace Harassment identified by said legislation, such as Workplace Abuse, Workplace Persecution and Workplace Discrimination.

As part of our commitment to maintaining a Harassment-free environment, we expect that those responsible for leading work teams and all our employees in general will adopt and follow the guidelines and standards on this topic provided in our Code of Conduct and our Human Rights Policy, as well as our Internal Work Rules and local legislation. With this in mind, the company will carry out training and dissemination activities that contribute to ensuring knowledge and understanding of these guidelines and standards.

Finally, the Prodeco Group expects anyone who may believe they are a victim of harassment to turn to their supervisor or, if necessary, to the supervisor's boss and/or Human Resources. If none of these instances provides an adequate response, you can also address the Prodeco Group's Compliance Officer, the Coexistence Committee or notify the situation through the Prodeco Group's Concerns Attention Program (PAI, for its Spanish abbreviation). Additionally, anyone witnessing a harassment situation has the duty to report it, because silence is a sign of complicity with inappropriate behavior that the companies that make up the Prodeco Group have declared not to tolerate.


Mark McManus
CEO