



POLÍTICA ANTIACOSO EUROSOL S.A.T.

The anti-harassment policy of **Eurosol S.A.T.** aims to provide an organisation **free** from harassment or discrimination for shareholders, management, technical directors, employees, as well as suppliers, clients, and public administrations, regardless of gender, gender identity and expression, physical build, race, nationality, religion, sexual orientation, disability, physical appearance, political ideology, or hobbies.

The company will not tolerate any expression or form of harassment directed towards any of its employees, clients, or suppliers. This includes, but is not limited to: **physical assaults, verbal harassment, sexual harassment, intimidation, hate symbols, stalking, unwanted physical contact, or unsolicited proximity.**

The taking of photographs or videos in which any of the individuals involved feel stalked, degraded, or treated disrespectfully is strictly prohibited. Verbal offences or harassment that harm or belittle the dignity of any member of the EUROSOL S.A.T. team are likewise forbidden.

Employees have the right to work in an environment free from all forms of discrimination and behaviours that may be considered harassment, coercion, or disruption. The management of EUROSOL S.A.T. is committed to fostering positive relationships among staff.

We remind you that, as in any place, all applicable laws related to criminal activity, harassment, defamation, violence, and sexual harassment, as well as standards for respectful and polite behaviour, apply within EUROSOL S.A.T. facilities. Therefore, any illegal behaviour will be immediately reported, and immediate measures will be taken against inappropriate conduct.

If you witness or are a victim of any act of harassment, become aware that someone is being harassed, or have any comments related to the safety and well-being of all company employees, please report it without delay.

1. Report it immediately to the nearest worker or management.
2. The company's anti-harassment protocol will be activated, and it will be the responsibility of management to ensure its proper implementation and to develop appropriate measures to safeguard the emotional and physical well-being of the workers involved.

Our mission is to build a company where people come first, prioritising their emotional and physical well-being. We strive to create a workplace for everyone. We want to be more than just a vegetable production and packaging company—we want you to feel safe and accepted within our environment.

Gerencia
M^a Carmen
Almería 12-03-24

