

# Policy to Prevent and Sanction Sexual Harassment



At STRACON Group we recognize that sexual harassment at work is a form of violence that has persisted in society to this day. In the same way, we are aware of the importance of preventing and detecting cases of sexual harassment at an early stage in order to avoid negative repercussions for victims, employees and the Company.

According to our value "Our People Are Our Priority", and in compliance with current national regulations, STRACON Group has developed this Policy which aims to provide our employees with the necessary tools to prevent situations of sexual harassment at work, as well as to recognize this and be in a position to report it.

The current labor legislation states that sexual harassment at work can be carried out through conduct of a sexual or sexist nature or connotation, which is not desired by the person against whom it is directed, and which can:

- a)** Create an intimidating, hostile or humiliating environment, or
- b)** Affect their work, training or other activities or situations.
- c)** Among other consequences.

Consequently, any worker needing to report a case of sexual harassment has the following reporting channels available:

**a) STRACON Group LISTENS:** It consists of the following channels:

- i. Web Form:** <https://stracongroupteescucha.lineaseticas.com/>
- ii. Email:** [denunciasstraconteesucha@kpmg.com.ar](mailto:denunciasstraconteesucha@kpmg.com.ar)
- iii. Voice mail:** Chile: 8000 - 0 - 0158 / Peru: 0800 - 0 - 0795 / Colombia: 0180 - 0752 - 2260
- iv. Phone line:** Chile: 8000 - 0 - 0158 / Perú: 0800 - 0 - 0795 / Colombia: 0180 - 0752 - 2260
- v. Send your written complaint** to Av. Javier Prado Este 444. San Isidro – Lima.

Reference: STRACON Group Te Escucha

**b) Human Resources and/or the leader in charge at the general office and projects**

Once the complaint has been made, an investigation procedure will be followed to determine if there are any responsibilities for actions that contravene the ethical principles and standards of the Company, and if applicable, those responsible will be sanctioned in accordance with our legal and internal regulations.



Steve Dixon  
**Group CEO**

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