

# 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.

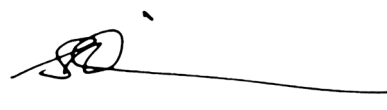
The current labor legislation states that sexual harassment at work can be carried out through conduct of a sexual or sexist nature or connotation, which is not desired by the person against whom it is directed, and which can:

- 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 LISTENS:** It consists of the following channels:
  - i. **Web Form:** <http://www.straconteescucha.com/>
  - ii. **Email:** [denuncias@straconteescucha.com](mailto:denuncias@straconteescucha.com)
  - iii. **Voice mail:** 0-800-1-8182 (opción 2) o +51 1 219-7182 (opción 2)
  - iv. **Phone line:** 0-800-1-8182 (opción 1) o +51 1 219-7182 (opción 1)
  - v. **Send your written complaint** Av. Víctor Andrés Belaúnde N° 171, San Isidro, Lima, Peru.  
Attention: Sr. Rafael Huamán  
Reference: STRACON 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



**Lima**

Av. Santo Toribio 143 Ofc. 401  
San Isidro, Lima 27  
Peru  
T. (511) 208-0230

**Santiago**

Reyes Lavalle 3340 Ofc. 501  
Piso 5, Las Condes  
Chile

**Toronto**

Royal Bank Plaza, South Tower Suite 2301  
200 Bay Street M5J2J1  
Canada

---

*[inquiries@stracon.com](mailto:inquiries@stracon.com)*