

## **WORKPLACE HARASSMENT PREVENTION POLICY**

**BCR SUPPLY COLOMBIA SAS** is committed to providing a healthy, safe and adequate work environment for its collaborators. Implementing mechanisms that eradicate Workplace Harassment, with the participation of general management, workers, and contractors, through the intervention of the Human Resources / Welfare department.

Employees have the right to work in an environment free of all discrimination and conduct forms that may be considered harassment, coercion or disruption.

**BCR SUPPLY COLOMBIA SAS** is committed to preventing workplace harassment behaviors and defending the right of all workers to be treated with dignity at work, so that the prevention of these behaviors is integrated into the management systems it develops, with the aim of achieving joint collaboration in the prevention plan establishment the against Workplace Harassment in the workplace, is rejected at its roots, in all its modalities and forms, without giving priority to who the victim or the offender is, or what their hierarchical rank.

All actions aimed at preventing Workplace Harassment will be facilitated and promoted, since they will result in an improvement in the work environment and the preventive culture with the consequent increase in the people's capabilities performance. Any person involved in harassing behavior will be subject to investigation in accordance with the current regulation's provisions, procedures and their respective disciplinary measures.



**MARIELBA CONTRERAS**  
GENERAL MANAGER