

## **WORKPLACE HARASSMENT PREVENTION AND INTERVENTION PROTOCOL (SPECIFICALLY ADDRESSING SEXUAL HARASSMENT)**

### **BASIC PRINCIPLES**

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1<sup>st</sup>.- Any action or behaviour constituting workplace harassment, regardless of its typology, is strictly prohibited.

2<sup>nd</sup>.- Once proven, these behaviours will be considered very serious offenses.

3<sup>rd</sup>.- The confidentiality of the worker who has been a victim of such behaviour will be expressly protected.

4<sup>th</sup>.- All ALVINESA personnel, especially senior management, middle managers, and personnel with general decision-making authority, are responsible for ensuring a safe and dignified work environment.

5<sup>th</sup>.- This protocol establishes the means for both prevention and swift intervention in the event that the mentioned incidents occur, which should lead to the appropriate investigation, characterised at all times by the necessary rigor, effectiveness, and objectivity.

6<sup>th</sup>.- This protocol is framed within constitutional, labour, and other applicable regulations.