



WORKPLACE AND SEXUAL HARASSMENT PREVENTION POLICY

PRODATA ENERGY is committed to providing a safe, healthy and adequate corporate environment for its employees and complying with Article 166 of the Organic Labor Law (LOTTT) in accordance with article 56 numeral 8 of the Organic Law for Prevention, Conditions and Working Environment (LOPCYMAT) that establishes occupational well-being as a human right, therefore it is everyone's responsibility within the organization to promote and implement a work environment that eradicates sexual and labor harassment.

Sexual harassment is defined as any unwanted verbal, non-verbal or physical behavior directed against a person because of their sex and with the purpose of violating their dignity, intimidating, degrading, humiliating or offending them.

Harassment at work can be defined as a process in which a person or a group of people exert systematic and prolonged psychological violence on another person or persons in the workplace or its consequences, with the purpose of damaging or deteriorating their professional or personal status or expelling them from the organization.

Accordingly, PRODATA ENERGY is committed to prevent workplace and sexual harassment to defend the right of all employees to be treated with dignity at work, so as to embed the prevention of these behaviors in the management systems it develops and achieve a joint collaboration in disclosing the prevention plan against labor and sexual harassment in the workplace.

In this regard, to ensure that all PRODATA ENERGY employees enjoy a work environment in which their dignity is respected, the company rejects workplace and sexual harassment from the outset in all its forms and manifestations, regardless of who the victim or the offender is, and regardless of his or her hierarchical rank.

Consequently, it is the duty of the leaders of the different areas that make up this organization to promote banning all types of harassment, among the possible behaviors, both in directing employees and in their relations with each other.

All actions aimed at preventing workplace and sexual harassment will be encouraged and




supported, as they will have an impact on improving the work environment and curtailing this type of harassment. To this end, a multidisciplinary team of the organization, based on the current regulations, will monitor the procedures and disciplinary measures established by PRODATA ENERGY and the law.

PRODATA ENERGY guarantees confidentiality in the cases where complaints or claims that could be classified as behaviors or circumstances of labor and sexual harassment within the company are made. This policy shall be included in the individual employment contract and made public in order to ensure cooperation and participation and achieve high standards of safety, productivity and efficiency in the organization.

GUIDELINES FOR THE PREVENTION OF WORKPLACE AND SEXUAL HARASSMENT

1. - In order to ensure effective prevention of the behaviors that cause harassment, this Policy will be made public at all levels of the organization.
2. - The policy and its protocol will be included in the process of training and informing new personnel (temporary or permanent) on the prevention of occupational hazards, of which they will be given a printed copy.
- 3.-The company will conduct the Psycho-social Risk Assessment, a basic pillar of preventive planning, to evaluate the factors of this nature that occur at work and that may pose a risk to the employees' health, especially the behaviors involving workplace and sexual harassment. All effective measures to achieve the main objective of this protocol will be implemented, and their results will be made public.



Roberto Villalba
President