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Policy on prevention of harassment at work

ALFOCAN S.A., in order to generate a healthy, safe and adequate work environment for its employees, promotes a work environment that eradicates harassment at work, with the participation of workers from their responsibility.

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

For its part, the company is committed to prevent harassment at work and to defend the right of all employees to be treated with dignity at work, so that the prevention of these behaviors is integrated into the management systems it develops, in order to achieve a joint collaboration in the implementation of the prevention plan against harassment in the workplace.

In order to ensure that all employees of ALFOCAN, S.A. have a work environment in which the dignity of the person is respected, harassment at work, in all its forms and modalities, regardless of who is the victim or the offender, or what their hierarchical rank is, is rejected from the outset.

The heads of the different areas that make up this organization will promote the exclusion of any type of harassment among the possible conducts, both in directing workers and in their relations with each other.

All actions aimed at preventing harassment at work will be facilitated and promoted, as they will result in an improvement of the work environment and the preventive culture with the consequent increase in the performance of people's capabilities. Any person involved in harassment behavior will be subject to investigation in accordance with current regulations, procedures and their respective disciplinary measures. Likewise, it will maintain the confidentiality of specific or specific cases, when complaints or claims that could be typified as conduct or circumstances of internal workplace harassment of the company are made.

This policy will be published and disseminated to obtain their cooperation and participation, in order to achieve high standards of safety, productivity and efficiency in the company.

In the event that any employee observes or suffers a situation of harassment, the person to contact will be Emilio Pastor Carbonell (955 77 31 32).

Translation Disclaimer:

Please note that this translation was generated using an automated translation system and may not be completely accurate. We apologize for any mistakes or errors.

Nicolas Roux

Director General

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