



PREVENTION OF HARASSMENT. DECLARATION OF PRINCIPLES

FHECOR Ingenieros Consultores SA believes that one of the most effective ways to address harassment preventively is to draw up and apply a workplace policy which will help to ensure a work environment in which such behaviour is unacceptable.

With this purpose in mind, the Company has drawn up the following Declaration of Principles:

That attitudes of harassment constitute an attack against the dignity of all workers, for which reason workplace harassment shall not be permitted or tolerated.

That the Company rejects sexual, gender and moral harassment in whatever form it may take, regardless of who is the victim or who is the offending person or what rank they have in the organisational hierarchy.

That any action or conduct of that nature is expressly prohibited and shall be considered as misconduct in the workplace, giving rise to the penalties determined in the relevant legislation.

That the Company shall provide special protection to the employee or employees who is or are victims of such situations, by adopting, where appropriate, the precautionary measures necessary for ensuring such protection, without prejudice to maintaining confidentiality and professional secrecy and preserving the presumption of innocence of the alleged harasser or harassers.

That all of the Company's personnel are responsible for helping to guarantee a work environment in which harassment is unacceptable and undesirable and, specifically, managers are under the obligation of ensuring, with the means available to them, that no harassment occurs within the organisational units under their responsibility. That in the event that harassment does occur, the victim must be guaranteed assistance, and all possible measures must be taken to prevent the situation from arising again.

That each individual is responsible for determining what conduct is unacceptable and offensive to him or to her and must make the harasser aware of this, either directly or through a person they trust and, in any case, they may use any of the procedures established in the Company's prevention of harassment protocol.

That the Company undertakes to regulate the issue of workplace harassment by means of a protocol, establishing a method which will be applied both for prevention through training, responsibility and information, as well as for the resolution of complaints in relation to harassment, with due guarantees and taking into account the principles of the Constitution and of labour law and the declarations on fundamental principles and rights at work.

That, as far as possible, the Company shall include knowledge of and respect for the principles established in its prevention of harassment protocol in the terms and conditions of its subcontracts with other companies.

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