

Workplace Harassment Prevention Policy

ALFOCAN, S.A. promotes a working environment free from workplace harassment, with the aim of fostering a healthy, safe and appropriate workplace for all employees, encouraging their active participation in the prevention and eradication of such conduct within the scope of their respective responsibilities.

All employees have the right to work in an environment free from any form of discrimination and from behaviour that may be considered harassment, coercion or intimidation. In order to ensure that all ALFOCAN, S.A. employees have a working environment in which personal dignity is respected, workplace harassment is firmly rejected in all its forms and modalities, regardless of who the victim or perpetrator may be, or their hierarchical position.

The company is committed to preventing workplace harassment and to safeguarding the right of all employees to be treated with dignity at work, integrating the prevention of such conduct into its management systems in order to achieve joint collaboration in the implementation of the workplace harassment prevention plan.

Likewise, the managers of the various areas within the organisation shall promote the exclusion of any form of harassment in both supervisory practices and interpersonal relationships among employees.

All actions aimed at preventing workplace harassment will be facilitated and encouraged, as they contribute to improving the working environment and strengthening a culture of prevention, resulting in enhanced performance and well-being. Any person involved in harassing behaviour shall be subject to investigation in accordance with applicable regulations, procedures and corresponding disciplinary measures. Confidentiality will be maintained in specific cases where complaints or claims are submitted that may constitute workplace harassment within the company.

To this end, the company has an established and regularly updated protocol for the prevention of and response to workplace harassment.

This policy will be published and disseminated in order to ensure cooperation and participation, with the aim of achieving high standards of safety, productivity and efficiency within the company.

If any employee observes or experiences a situation of harassment, they may report it to the Company Management through the Digital Channel enabled for this purpose.

Nicolas Roux
General Manager
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