

	Prevention of workplace harassment, sexual harassment, and gender-based violence against women and LGBTIQ+ people in the workplace	Code: PO-SST-06
		Version: 03
		Date: 27/12/2024

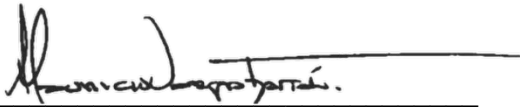
QUATTRO PROYECTOS E INVERSIONES S.A.S., is committed to promoting a healthy and safe work environment for all its employees, preventing all possible forms and behaviours that could constitute harassment, sexual harassment, and violence, with special protection for gender and LGBTIQ+ individuals. Main direction believes the psychological, social, physical, and occupational well-being of all its employees is of vital importance. Therefore, it will strive to promote a healthy work environment, respecting the dignity and integrity of its employees.

All employees and collaborators of the company have the right to work in an environment free from all forms of discrimination and conduct that may be considered harassment, limitation or alteration, developing campaigns to prevent all acts of discrimination and violence against women in the workplace, for this, QUATTRO is committed to taking measures to prevent, manage, raise awareness, correct and guide collaborators in matters of harassment, sexual harassment at work, violence and discrimination against women and people with diverse sexual orientations and gender identities in order to promote a worthy work environment, based on respect, human rights and the achievement of equality.

QUATTRO PROYECTOS E INVERSIONES SAS establishes and follow up compliance with regulations aimed at preventing any conduct or behaviour that constitutes workplace harassment. It will also support the formation of the **Workplace Coexistence Committee (located at Colombia Headquarter)** as part of the strategies to monitor the company's psychosocial risk conditions, particularly with regard to workplace well-being and harassment in the workplace. It will also address complaints from any employee who believes they have been subjected to workplace harassment, all with the goal of improving life quality and work conditions. It will also ensure compliance with regulations as stipulated in Resolution No. 652 and 1356 of 2012.

The company's employees also undertake to promote a healthy work environment, respecting the dignity and integrity of their associates. Therefore, any employee who involves in any form of harassment will be subject to investigation in accordance with current regulations and the company's disciplinary procedures within the framework of the Internal Work Regulations.

This is designed and signed in Bogotá D.C., on the twenty-seventh (27) day of the month of December of the year 2024.


 MAURICIO VARGAS
 Legal Representative