

Policy to Prevent and Santion Sexual Harassment



At STRACON we recognize that sexual harassment at work is a form of violence that has persisted in society to this day. In the same way, we are aware of the importance of preventing and detecting cases of sexual harassment at an early stage in order to avoid negative repercussions for victims, employees and the Company.

According to our value "Our People Are Our Priority", and in compliance with current national regulations, STRACON has developed this Policy which aims to provide our employees with the necessary tools to prevent situations of sexual harassment at work, as well as to recognize this and be in a position to report it.

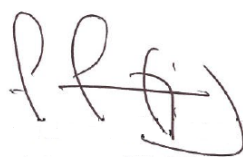
The current labor legislation states that sexual harassment at work can be carried out through conduct of a sexual or sexist nature or connotation, which is not desired by the person against whom it is directed, and which can:

- a) Create an intimidating, hostile or humiliating environment, or
- b) Affect their work, training or other activities or situations.
- c) Among other consequences.

Consequently, any worker needing to report a case of sexual harassment has the following reporting channels available:

- a) **STRACON LISTENS:** It consists of the following channel:
 - i. **Web form:** <http://www.straconteescucha.com/>
 - ii. **Email:** denuncias@straconteescucha.com
 - iii. **Voice mail:** 0-800-1-8182 (option 2) o +51 1 219-7182 (option 2)
 - iv. **Phone line:** 0-800-1-8182 (option 1) o +51 1 219-7182 (option 1)
 - v. **Send your written complaint to** Av. Víctor Andrés Belaúnde N° 171, San Isidro, Lima, Perú.
- b) **Human Resources Area and Human Resources and Labor Relations Superintendent** in the Corporate Office.
- c) **Area Chiefs or persons responsible for Human Resources** in Projects.

Once a report has been made, the investigation and sanctioning process determined by the current legislation and also as described in the "Internal Regulation to Prevent and Sanction Sexual Harassment " must be followed. The Internal Regulation supports and is an integral part of this Policy and contains detailed information on each of the topics indicated above.



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