

## POLICY ON SEXUAL HARASSMENT

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated and thus creates an environment which is hostile, intimidating or humiliating for the recipient.

Harassers or victims can be of any gender. The harasser can be anyone; a supervisor, a co-worker, a client, a teacher etc.

Sexual harassment can involve one or more incidents and actions. Harassment may be physical, verbal and/or non-verbal.

Behavior that is based on mutual attraction, friendship and respect is not sexual harassment.

- SAFACAM commits to providing a safe environment which is free from sexual harassment for all the people working on the concession.
- SAFACAM complies with relevant national laws and international agreements regarding sexual harassment. Compliance with applicable laws, regulations and agreements are monitored by a regulatory watch.
- SAFACAM takes reports of sexual harassment seriously and resolves disputes in an effective, timely and appropriate manner, ensuring confidentiality. No one is to be victimized for reporting sexual harassment.
- SAFACAM has zero tolerance regarding sexual harassment under any circumstances or location.
- SAFACAM is committed to identify, avoid and mitigate sexual harassment associated risks in relation to its business operations.

All parties or individuals experiencing or witnessing sexual harassment with a grievance or concern are encouraged to report this to the company's appointed complaint investigator either directly or by calling the assigned phone number. If the victim wishes to make a formal complaint, the formal complaint mechanism will be used to resolve the matter.

Charges of sexual harassment, where substantiated, will result in disciplinary action and may also lead to legal action.

False and malicious accusations of sexual harassment, where substantiated, will result in disciplinary action and may lead to legal action.

Disciplinary action will be taken against all employees and/or third parties who willfully are in breach of this policy.



Dizangué, 29 January 2019  
The General Manager,



Jean-François PAJOT