



POLICY FOR THE PREVENTION OF SEXUAL HARASSMENT AND ALL OTHER FORMS OF HARASSMENT AND VIOLENCE

Agripalma is committed to promoting a safe, respectful and inclusive environment, free from violence, intimidation, harassment and discrimination.

We adopt a ZERO TOLERANCE policy towards any form of violence, intimidation, harassment and discrimination.

We recognize that victims of violence or sexual harassment may find it difficult to report due to personal or professional concerns. For this reason, we seek to provide a safe environment and confidential channels that guarantee support and protection during this process.

The aim of this policy is to promote a culture of respect, safety and inclusion by defining what sexual harassment and violence are, providing guidance on reporting and investigation, and ensuring support and prevention through training and awareness-raising.

Definitions:

Sexual harassment: is unwanted sexual behavior that affects a person's dignity and creates a hostile, intimidating, humiliating or offensive environment, especially at work.

Violence: is any action, behavior or attitude that causes physical, verbal or psychological harm, threat or suffering against oneself, another person, a group or community.

Examples of sexual harassment:

- **Physical acts of a sexual nature**

- *Physical contact without consent, such as touching, hugging, kissing, pinching or grabbing;*
- *Groping or leaning inappropriately against another person;*
- *Any form of sexual assault, attempted rape or molestation.*

- **Unwanted sexual advances or proposals**

- *Making requests for sexual favors, with or without work-related promises or threats (such as promotion, raise or punishment);*
- *Insisting on sexual encounters or relations even after the other person has clearly refused;*
- *Subtly or directly pressuring someone into sexual involvement.*



POLICY FOR THE PREVENTION OF SEXUAL HARASSMENT AND ALL OTHER FORMS OF HARASSMENT AND VIOLENCE

- **Inappropriate comments or conduct**

- *Making sexual jokes, remarks, insinuations or gestures;*
- *Commenting on the body, appearance, sexual orientation or intimate life of colleagues;*
- *Creating an uncomfortable, offensive or embarrassing work environment through these attitudes.*

- **Displaying or sharing inappropriate content**

- *Displaying, hanging or distributing images, videos, objects or materials with sexual, offensive or discriminatory content in the workplace;*
- *Using the organization's computers or devices to access or disseminate pornographic or sexually inappropriate content.*

- **In order to achieve this objective, Agripalma undertakes to:**

- *Provides ongoing training so that employees and stakeholders know how to prevent, identify and report incidents;*
- *Adopting active measures to protect all those involved in the programs against any form of violence or abuse, including from third parties;*
- *Provide a confidential reporting channel accessible to all, ensuring that are protected those who report incidents from any kind of intimidation or retaliation;*
- *Conduct a investigation confidential, prompt and thorough that guarantees a fair process for all parties, whenever management receives a complaint about sexual harassment or becomes aware of the possible occurrence of sexual harassment;*
- *Take effective corrective action whenever sexual harassment is found to have occurred;*
- *All employees, including directors and supervisors, are obliged to cooperate with any internal investigation into sexual harassment.*

All cases will be treated seriously, and anyone who engages in or covers up this type of conduct will be subject to severe disciplinary measures. Any form of retaliation against anyone who makes a report in good faith is also prohibited.

We promote the analysis and continuous improvement of our activity, with a view to improving our performance in all areas that contribute to the success of our organization: processes, people and the environment.

This Policy is communicated to all Agripalma employees and made available to all external stakeholders who request it.

Agripalma Company, 03 of June 2025

NICOLAS BERGEROT

O Director Geral