



Women's Rights, Non-discrimination and Non-harassment at the Workplace Policy

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**WOMEN'S RIGHTS, NON-DISCRIMINATION AND NON-HARASSMENT AT THE
WORKPLACE POLICY**

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OBJECTIVE

We seek to protect women from all types of violence, especially in those situations in which they may find themselves in a situation of vulnerability, recognizing and protecting the rights to which they are entitled, such as life, liberty, integrity, dignity and equality.

The specific rights of women, such as reproductive and labor rights, are also respected.

SCOPE

This policy is applicable to all employees of the corporation; however it is focused on the female population of employees, customers, suppliers as well as any stakeholder that is directly or indirectly related to the organization.

WOMEN'S LABOR RIGHTS

- The job must be appropriate to their age, physical condition or state, and intellectual and moral development;
- Women enjoy the right to work free of violence and discrimination;
- Women working in unhealthy and dangerous jobs is prohibited in the corporation;
- A woman's civil status is not an obstacle to be able to perform her work.

VIOLENCE AGAINST WOMEN

AgroAmerica recognizes that the violence against women is a highly complex and multidimensional phenomenon, whose understanding must incorporate a vision of it as a socially produced problem and the result of a cultural and values order that is endorsed, legitimized and perpetuated over time, which in turn is expressed in the social-institutional and family-personal systems, and which creates devastating direct and indirect effects, consequences and costs for the victims of violence and for society as a whole.

There are different types of violence against women. Three forms of expression of violence against women can be distinguished:

Physical violence: Act exerted by a man who is in a power relationship with respect to another, inflicts or attempts to inflict non-accidental harm, through the



use of physical force or some type of object or weapon, which may or may not cause external or internal injuries, or both.

Psychological and emotional violence: Any action or omission that inflicts or attempts to inflict harm on a woman's self-esteem, identity or development. It includes constant insults, neglect, humiliation, not recognizing successes, blackmail, degradation, isolation from friends and family, ridiculing, rejecting, manipulating, threatening, exploiting, negative comparison, and others.

Sexual violence: Any act in which a man in a power relationship and by means of physical force, coercion or psychological intimidation compels another to perform a sexual act against her will, or to engage in sexual interactions conducive to her victimization and from which the offender intends to obtain gratification.

AgroAmerica has the following commitments and actions as organization in order to prevent, mitigate and control the risk that it represents for the company and its employees:

- Schedule training campaigns to raise awareness of situations that represent violence against women;
- Training for female employees on their rights in case of being victims of any type of violence and the places where they can go to receive the necessary assistance and report the act;
- Establish training programs to ensure that the dimensions of the person are respected in workers' families: dignity, intimacy, identity, freedom and body, seeking to eradicate any type of violence at the family level.

WORKPLACE HARASSMENT AND MISCONDUCT

In the corporation we seek at all times to maintain a work environment free of any type of harassment or bullying as well as misconducts.

Workplace harassment is any behavior that consists of repeated aggression or harassment, exerted by a direct supervisor, by one or more coworkers against each other or other employees, using any means, resulting in the affected person(s) being undermined, mistreated or humiliated, harming their work situation or employment opportunities.

Examples of workplace harassment:

- Physical or verbal mistreatment
- Abuse of authority

Types of harassment

- Verbal harassment: Defaming or ridiculing a person or their family; persistent insults that are hurtful, insulting or humiliating; using a person as a target of jokes; abusive and offensive comments.
- Physical harassment: Pushing, kicking, tripping, hitting or threatening to physically assault, damage a person's work area or property.



- Intimidating gestures: Nonverbal gestures that can convey threatening messages.
- Exclusion: Socially or physically excluding or ignoring a person in work-related activities.

Misconducts are those carried out by any employee that create an unpleasant work environment or seek a personal benefit for the person who commits it.

Examples of misconduct:

- Conflict of interest;
- Consume alcoholic beverages or drugs in the facilities.

SEXUAL HARASSMENT

Sexual harassment is an unwanted behavior of a sexual nature that causes a person to feel offended, humiliated and/or intimidated. It includes situations in which a person is asked to have sex as a condition of that person's employment, as well as situations that create an environment that is hostile, intimidating or humiliating to the recipient.

Sexual harassment can involve one or more incidents and the actions that constitute harassment can be physical, verbal and non-verbal.

- Physical Sexual Harassment
 - Unwanted physical contact which includes inappropriate patting, pinching, caressing, kissing, hugging, rubbing or touching;
 - Physical violence, including sexual assault;
 - The use of work-related threats or rewards to demand sexual favors.
- Verbal Sexual Harassment
 - Comments on a worker's appearance, age, private life;
 - Comments, stories and jokes with sexual connotations;
 - Explicit sexual approaches, such as unwanted requests;
 - Repeated and unwanted social invitations for dates or physical intimacy;
 - Insults based on the sexual gender of the employee;
 - Condescending or patronizing comments;
 - Sending sexually explicit messages (through phone, email or any other electronic means).
- Non-verbal behavior
 - Display of sexually explicit or suggestive material;
 - Sexually suggestive gestures;
 - Whistles;
 - Lewd or unpleasant looks.



Sexual harassment, whether on or off company facilities, including at social events, business trips, training sessions or conferences held off the company facilities, is prohibited. In the event of any suspicion of an act of this nature, any suspicious incident will be thoroughly investigated and the corresponding decisions will be taken according to the results of such investigations.

NOTICE IN CASE OF SUSPICIONS

Employees are responsible for reporting any act contrary to this policy as soon as they become aware that such act may have been committed. You may use the means indicated, such as the ethics line or reports channel, to report your concerns and remain anonymous if you wish. If you submit a report, you will be protected from any retaliation according to the organization's policies.