

## P-009CA | Harassment Prevention and Reaction Policy

### Context

Floene Energias S.A. (FLOENE, Company or Group) assumes, in line with its values and code of ethics and conduct, the duty to a code of good conduct in matters of prevention and reaction to harassment at work.

### Company's position

Floene undertakes to:

- Promote a culture of mutual respect, not condoning and seeking to prevent, whether at the time of access to employment, in their own work or vocational training, behaviours, including sexual nature, aimed at disturbing or embarrassing, affecting personal dignity or creating an intimidating, hostile, degrading, humiliating or destabilizing environment;
- Develop awareness-raising and training actions for prevention and reaction to harassment, with a view to strengthening a culture of integrity and respect;
- Support campaigns promoted by entities of recognized merit in the prevention of harassment, particularly in the areas of mobbing, bullying and sexual harassment;
- Periodically conduct surveys to identify harassment and develop actions in relation to identified risks;
- Promote a work environment in which each can trust and partner with the other in the development and communication of these unwanted practices, ensuring non-retaliation;
- Make available or inform about the channels available to report situations where there is knowledge or knowledge of harassment behaviours;
- Initiate disciplinary proceedings in situations where suspected harassment behaviour sits or is known and effective disciplinary measures are proven, whenever harassment practices are proven;
- Ensure assistance to any affected employee and bear the costs associated with restoring them.

### Final declaration

Floene ensures monitoring of the evolution of best practices in the prevention and reaction of harassment, with a view to continuous improvement.

Board of Directors

2017/12/14