

PREVENTION AND SANCTION POLICY FOR SEXUAL HARASSMENT AT WORK

FCC Construcción is an international reference company in the provision of solutions aimed to well-being citizens, the society progress and sustainable development.

The actions of FCC Construcción have the purpose to prevent and punish sexual harassment produced in relationships of authority or dependency, whatever the legal form of this relationship. Likewise, when it occurs between people regardless of hierarchy, status, grade, position, function, remuneration level or similar, for which the necessary conditions are established for:

- ✓ *Comply with the provisions of Law No. 27942 "Law for the Prevention and Punishment of Sexual Harassment", its Regulations, related normative and internal regulations.*
- ✓ *Train workers on the rules and policies against company sexual harassment.*
- ✓ *Provide the necessary means for the delegate election or the investigation constitution and Sanction Committee of harassment workplace sexual cases..*
- ✓ *Promote conditions of respect among workers in the workplace.*
- ✓ *Allow workers free disposition to make their complaints or reports, maintaining their confidentiality. If a case arises:*
- ✓ *Guarantee protection measures for people who report acts of sexual harassment.*
- ✓ *Adopt the necessary measures to stop the threats or reprisals exerted by the harasser, as well as physical conduct or comments of a sexual or sexist nature that create a hostile or intimidating climate in the environment where they occur.*
- ✓ *Allow investigation work without any type of interference.*
- ✓ *Execute the sanctions and/or recommendations provided for each case in the final decision report.*
- ✓ *Communicate to the competent Authority the investigation beginning and the protection measures adopted; as well as report the final decision, which includes the sanctions and/or recommendations adopted in each case.*
- ✓ *Adopt measures or actions to prevent new cases of harassment, regardless of the type of relationship that the company maintains with the victims.*

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