



PREVENTION OF HARASSMENT. DECLARATION OF PRINCIPLES

FHECOR Ingenieros Consultores, S.A. understands that an effective way to preventatively address harassment is to develop and implement a company policy that helps ensure a work environment in which such practices are unacceptable.

To this end, the company prepares the following Declaration of Principles, which establishes:

All working people have the right to be treated with dignity. Harassment attitudes are an attack against this, so harassment at work will not be allowed or tolerated.

The rejection of sexual harassment, for reasons of sex and morality in all its forms and modalities, regardless of who the victim or the offender is or their hierarchical rank.

Any action or conduct of this nature is expressly prohibited, being considered a labour offense giving rise to the sanctions determined by current legislation and the applicable collective agreement.

The Company will especially protect the employee or employees who are victims of said situations, adopting, when necessary, the necessary precautionary measures to carry out said protection, without prejudice to maintaining confidentiality and professional secrecy and not violating the presumption of innocence of the alleged harasser(s).

All Company personnel have a responsibility to help ensure a work environment in which harassment is unacceptable and undesirable. Managers, in particular, have an obligation to ensure, with the means at their disposal, that harassment does not occur in the organizational units that are under their responsibility and that if it does occur, help must be guaranteed to the person who suffers the harassment and all possible measures must be taken that the situation is not repeated.

Both the management and the middle managers and the entire staff of the organization have the duty to apply these principles and contribute to preventing and eradicating this type of behavior and collaborate in its clarification and resolution.

It is up to each person to determine the behavior that is unacceptable and offensive, and they must make it known using any of the channels that are established in the POGP Annex 3 "Procedure of Action for the solution of potential situations of sexual harassment and by reason of sex".

The Company undertakes the regulation, through its "Protocol for Action and Prevention of Sexual Harassment and by Reason of Sex at work", the problem of harassment in the workplace (including moral harassment), establishing a method that is applicable both to prevent, through training, responsibility and information/awareness..., as well as to solve claims related to harassment, with due guarantees and taking into account constitutional and labor regulations and declarations regarding principles and fundamental rights at work. Through this protocol, the organization expressly records its intention to adopt, within the framework of its responsibilities, whatever measures are necessary to promote a work environment free of harassment, not allowing or consenting to conduct of this nature when it becomes aware of such behavior.

Given the public nature of this Declaration of Principles, this document will also be disseminated externally through the organization's website for the knowledge of clients, subcontractors and other interested parties.

Jose Romo Martin

C.E.O

MSc Civil Eng, BA Dip in History, EUR ENG, FStructE