

Policy for the Prevention, Combating, and Management of Violence and Harassment in the Workplace

It is the policy of TERRA NEUTRAL IKE to establish, promote, and ensure a working environment in which respect for human dignity, equal treatment, and the protection of each employee's personality prevail.

TERRA NEUTRAL IKE recognizes and respects the right of every employee to a safe and dignified working environment and adopts a zero-tolerance principle towards all forms of violence and harassment. These include behaviors, actions, practices, or threats that aim at or result in physical, psychological, sexual, or economic harm to an individual, including gender-based violence and harassment.

TERRA NEUTRAL IKE declares its firm and non-negotiable commitment to the prevention, addressing, and elimination of all forms of discrimination, violence, and harassment in the workplace. The company takes all necessary preventive measures to avoid such incidents, prioritizing the development of a culture of respect and cooperation.

Management is committed to intervening promptly and impartially, while respecting the principle of confidentiality, in any relevant incident, following the established complaints management procedure through which all complaints related to discrimination, violence, or harassment are received, examined, and handled.

In the event of a violation of this policy, appropriate, suitable, and proportionate measures are taken to prevent the recurrence of similar incidents.

The Company ensures a working environment that is safe, accessible, and supportive, where relationships are governed by respect, courtesy, honesty, understanding, trust, and cooperation.

This policy is published, communicated, implemented, and supported by all members of the company.

The Managing Director



TERRA NEUTRAL
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