



INFORMATION ON THE PROTOCOL FOR THE PREVENTION OF AND RESPONSE TO HARASSMENT

The following is a translation of this policy provided for informational purposes only. In the event of any discrepancy or inconsistency, the Spanish version shall prevail and be considered the sole legally valid and binding text.

At **Grupo Fedola**, we wish to inform you that our **“Protocol for the Prevention of and Response to Harassment”** has been implemented within our organisation and is available to all employees.

Although this document is not published on the Transparency Portal, this does not mean that it does not exist or that it is not applied. On the contrary, Grupo Fedola maintains a firm commitment to preventing harassment in all its forms, guaranteeing a safe, respectful and equal working environment.

This Protocol establishes the procedures to be followed in the event of any potential situation of harassment, as well as the reporting mechanisms and protection measures for affected persons. It also complies with current legislation on equality and occupational risk prevention.

To access the content of the Protocol, employees may enter the corporate application **“Fedola Conecta”** under **Contents – Categories – My Company – Protocols**; or request a copy from the company management, the Human Resources Department, and in any case via **canaldedenuncias@grupofedola.com**.

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