



Grupo  
**fedola**

**HARASSMENT PREVENTION AND RESPONSE  
PROTOCOL**

GRUPO FEDOLA  
GF-JURIDICO

At Grupo Fedola, we would like to inform you that our **“Harassment Prevention and Response Protocol”** has been implemented across our companies and is available to all employees.

Although this document is not published on the transparency portal, this does not imply that it does not exist or that it is not being 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 sets out the procedures for action in the event of any possible situation of harassment, as well as the reporting mechanisms and protection measures for the persons affected. In addition, it complies with the current regulations on equality and occupational risk prevention.

To access the content of the protocol, employees may log in to the corporate application **“Fedola Conecta”** under **Contents - Categories - My Company - Protocols**, or request a copy from the company’s management.