



## Harassment Prevention Policy

This Policy aims to establish guidelines on the prevention and confrontation of harassment in the workplace. These rules apply to all partners, directors, employees, consultants, outsourced workers, temporary workers, trainees and young apprentices, regardless of the activities they perform and the position or function they occupy. All interns, trainees, apprentices, service providers, consultants, business partners and temporary employees must also comply with this policy.

Moral harassment is understood as any abusive, repetitive and personal conduct that manifests itself through words, acts, gestures, behaviors or in writing for the purpose of humiliating, embarrassing and disqualifying a person or a group, affecting their dignity and physical and mental health, affecting their professional and personal life.

Sexual harassment is understood as the sensual or sexual manifestation, unrelated to the will of the person to whom it is addressed, verbally or physically, mainly on the basis of the abuse of power or trust. Its manifestations include crude approaches, insults and inappropriate proposals that embarrass, humiliate or frighten.

Infrapar Sustainability takes these issues seriously and in view of its commitment and social and moral responsibility, absolutely prohibits the practice of any actions that may characterize practices of moral and/or sexual harassment and that may endanger the freedom or dignity of the human person.

For an effective combat and prevention, it is essential that all those mentioned in this Policy report any act or indication of moral and/or sexual harassment to the Board of Directors of Infrapar Sustainability, which will immediately take the appropriate measures.

Any employee and others mentioned above who, in the exercise of their professional activities or at the service of the company, practice any conduct that characterizes moral and/or sexual harassment provided for in this Harassment Prevention Policy, will be subject to legal and administrative penalties.

A handwritten signature in black ink, appearing to read "Mariana Naoum".

Mariana Naoum  
Legal & Compliance Partner