

	PROCEDURE AND POLICY FOR THE PREVENTION, RESPONSE, AND ACTION IN CASES OF ALLEGED WORKPLACE HARASSMENT	CODE: PR-SST-38 DATE: 04-09-2026 VERSIÓN: 2 PAGE: 1/2
---	---	--

WORKPLACE HARASSMENT PREVENTION POLICY

SMART LIFE S.A.S., committed to protecting human dignity, respect, healthy workplace relationships, and the promotion of safe and healthy work environments, hereby establishes this Workplace Harassment Prevention Policy as an integral part of its Occupational Safety and Health Management System (SG-SST).

SMART LIFE S.A.S. rejects and does not tolerate any conduct constituting workplace harassment, as well as any behavior involving violence, harassment, mistreatment, discrimination, persecution, obstruction, inequality, or lack of protection in the workplace that may affect people's dignity, integrity, health, freedom, or working conditions.

The organization is committed to developing prevention, awareness, identification, and timely response actions regarding situations that may affect workplace relationships, promoting relationships based on respect, assertive communication, equality, human dignity, and the appropriate resolution of conflicts.

SMART LIFE S.A.S. shall ensure that complaints or situations related to alleged workplace harassment are handled in a confidential, impartial, respectful, and timely manner, guaranteeing due process, non-revictimization, and protection against possible retaliation, in accordance with the responsibilities established for each relevant body or authority.

The organization shall strengthen the Workplace Coexistence Committee and other individuals responsible for matters defined within the SG-SST, promoting their participation in preventive, educational, and follow-up actions related to workplace relationships, in accordance with applicable regulations.

All employees and other individuals associated with SMART LIFE S.A.S. are committed to maintaining respectful workplace relationships, refraining from engaging in workplace harassment, and actively participating in strategies aimed at preventing harassment and promoting healthy work environments.

	PROCEDURE AND POLICY FOR THE PREVENTION, RESPONSE, AND ACTION IN CASES OF ALLEGED WORKPLACE HARASSMENT	CODE: PR-SST-38 DATE: 04-09-2026 VERSIÓN: 2 PAGE: 2/2
---	---	--

This policy shall be communicated to all persons within its scope and shall be reviewed and updated whenever there are regulatory changes, follow-up results, organizational needs, or opportunities for improvement.

This policy is established in compliance with Law 1010 of 2006, Law 2466 of 2025, Resolution 3461 of 2025, and other applicable legal provisions concerning the prevention of workplace harassment, workplace coexistence, and Occupational Safety and Health.

SMART LIFE S.A.S. reaffirms its commitment to building a work environment based on respect, dignity, equality, trust, and zero tolerance for workplace harassment.


Andrés Bonilla del Castillo
Legal Representative