

	PROCEDURE FOR THE PREVENTION, RESPONSE, AND ACTION IN CASES OF WORKPLACE SEXUAL HARASSMENT	CODE: PR-SST-37 DATE: 04-09-2026 VERSION: 2 PAGE: 1/3
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WORKPLACE SEXUAL HARASSMENT PREVENTION POLICY

SMART LIFE S.A.S. is committed to promoting and maintaining a safe, respectful, dignified, inclusive, and harassment-free work environment, free from sexual harassment, discrimination, and any non-consensual conduct of a sexual nature or connotation, protecting the rights, dignity, and integrity of all persons who are part of the workplace context.

The organization rejects and prohibits any conduct constituting workplace sexual harassment, regardless of the type of employment or contractual relationship, hierarchical position, gender, sexual orientation or identity, or the place or means in which it occurs, including employees, contractors, subcontractors, suppliers, apprentices, interns, and other persons participating in the workplace context.

SMART LIFE S.A.S. is committed to:

- Implementing prevention, awareness-raising, training, and communication actions to prevent workplace sexual harassment and promote relationships based on respect, equality, and human dignity.
- Providing confidential and accessible channels for receiving complaints or reports of alleged workplace sexual harassment.
- Guaranteeing confidentiality, privacy, due process, non-revictimization, and protection against retaliation for the persons involved.
- Timely adopting the corresponding protection and support measures, in accordance with applicable legislation and the circumstances of each case.
- Ensuring that victims and persons who participate in good faith in the handling of cases are not subjected to intimidation, discrimination, or retaliation.
- Informing the persons involved of their rights and, where applicable, of the possibility of contacting the competent authorities, including the **Office of the Attorney General of the Nation (Fiscalía General de la Nación)**.
- Managing cases through the internal procedure established by the organization. The **Workplace Coexistence Committee (Comité de Convivencia Laboral)** shall not have jurisdiction to conciliate, investigate, or process cases of workplace sexual harassment, as such conduct is not subject to conciliation.

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- Promoting actions aimed at preventing recurrence and transforming work environments in response to situations involving sexual harassment.
- Applying the corresponding administrative, disciplinary, or contractual measures when non-compliance is determined, while respecting due process.

This policy is integrated into the **Occupational Safety and Health Management System (SG-SST)** and shall be communicated to employees, contractors, subcontractors, suppliers, and other persons included within the workplace context of SMART LIFE S.A.S.

This policy is established in compliance with **Law 2365 of 2024, Decree 1072 of 2015, Decree 405 of 2025, Resolution 2646 of 2008, Resolution 2764 of 2022, Resolution 3461 of 2025, Law 1257 of 2008, Law 1581 of 2012, Law 2528 of 2025 (ILO Convention No. 190)**, and other regulations that modify, add to, or replace them.

SMART LIFE S.A.S. reaffirms its commitment to building workplaces free from sexual harassment, violence, and discrimination, promoting respect for human rights and the dignity of all persons.


Andrés Bonilla del Castillo
Legal Representative



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