



WWL
Water, Waste & Land
Consulting Engineers and Scientists

Workplace Harassment and Sexual Harassment Policy

At Water, Waste and Land (WWL), we are committed to providing a safe, respectful work environment free from any form of sexual harassment and abuse, by implementing clear and effective measures, establishing procedures for reporting and investigating complaints, and outlining the penalties applicable to those who violate this policy. All employees, partners, visitors, and third parties associated with our company must behave appropriately to prevent and avoid sexual harassment in any form, as it violates human dignity. Violations will be punished in accordance with current regulations. Aware of our objectives, we are committed to:

- **Safe and Respectful Work Environments:** WWL will provide a safe, healthy, and respectful work environment for all stakeholders, free from any form of sexual harassment and abuse, such as actions, comments, compliments, or suggestive gestures of a sexual nature.
- **Zero Tolerance for Sexual Harassment and Harassment:** WWL will have zero tolerance for any form of sexual harassment or harassment, ensuring that such behavior will not be tolerated under any circumstances.
- **Promotion of Respect and Dignity:** WWL will ensure that there are clear, confidential, and accessible procedures for reporting incidents of sexual harassment and assault, such as threats, pressure, or suggestions of a sexual nature, where the person being harassed believes that their continued employment is at risk.
- **Impartial and Prompt Investigations:** WWL will undertake to investigate all allegations of sexual harassment and sexual assault impartially, promptly, and thoroughly, respecting the rights of all parties involved.
- **Strong Disciplinary Action:** WWL will implement strong and fair disciplinary action against those found guilty of sexual harassment or assault, as well as those who make false allegations, which may include warnings, suspensions, dismissals, or other appropriate legal action.
- **Protection Against Retaliation:** WWL will protect whistleblowers who report sexual harassment or assault from any form of retaliation, ensuring that they can report without fear of adverse consequences.
- **Confidentiality:** WWL will ensure confidentiality in the handling of complaints and investigations related to sexual harassment and assault, limiting the disclosure of information only to those who need to know the details in order to conduct a proper investigation.
- **Regular Training and Awareness:** WWL will implement regular training programs for all employees, strategic partners, and visitors on sexual harassment and assault, how to identify and prevent it, and the procedures for reporting it.
- **Monitoring and Periodic Evaluation:** WWL will establish a system for monitoring and periodically evaluating the policy and procedures related to sexual harassment and sexual assault.
- **Support and Resources for Victims:** WWL will establish a support system for victims, including counseling and resources to help them cope with and recover from incidents of sexual harassment and assault.

WWL's senior management is committed to leading by example, demonstrating behavior that respects this policy and actively promoting a work environment free from sexual harassment and abuse.

Senior Management
Francisco García

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