

WORKPLACE HARASSMENT PREVENTION POLICY

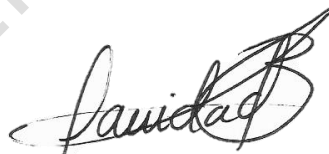
GEOTEC S.A.S, is committed to providing a healthy, safe, and adequate work environment to its employees. Implementing mechanisms that eradicate Workplace Harassment, with the participation of partners, workers, and contractors, through the intervention of the Human Resources / Welfare department.

Employees have the right to work in an environment free from all forms of discrimination and conduct that may be considered harassment, coercion, or alteration.

For its part, **GEOTEC S.A.S**, is committed to preventing workplace harassment behaviors and defending the right of all workers to be treated with dignity at work, so that the prevention of these behaviors is integrated into the management systems it develops, to achieve collaboration in the establishment of the prevention plan against workplace harassment.

To ensure that all employees of this organization have a work environment in which the dignity of the person is respected, workplace harassment is rejected at the root, in all its forms and forms, regardless of who the victim or offender is, or whatever their hierarchical rank.

All actions aimed at the prevention of workplace harassment will be facilitated and promoted, since they will result in an improvement of the work environment and the preventive culture with the consequent increase in the performance of people's abilities. Any person involved in harassing behavior will be subject to investigation in accordance with the provisions of current regulations, procedures, and their respective disciplinary measures.



DAVID ENRIQUE CARIDAD BOHÓRQUEZ
LÉGAL REPRESENTATIVE