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Floridablanca
Santander, Colombia.

WORKPLACE HARASSMENT PREVENTION POLICY

UZIVO SAS declares its zero tolerance toward any conduct of workplace, sexual, or gender-based harassment and commits to ensuring a dignified, respectful, and healthy work environment for all its workers, contractors, interns, suppliers, and other affiliated persons.

This policy is mandatory and is an integral part of the Occupational Health and Safety Management System (OHSMS).

Scope

- Applies to all work centers, regardless of contract type or employment relationship.
- Covers conduct occurring between superiors, peers, or subordinates.
- Includes interns, apprentices, trainees, contractors, and suppliers performing activities in the organization.

Objectives

- Prevent workplace harassment through campaigns, training, and the promotion of healthy coexistence.
- Detect and address conduct that may constitute workplace harassment in a timely manner.
- Protect the rights to dignity and the physical and mental health of all affiliated persons.
- Define safe communication channels for filing complaints.
- Ensure differentiated pathways for handling cases of sexual harassment or gender-based violence.

General Principles

- Respect and human dignity
- Confidentiality and information privacy
- Due process and impartiality
- Promptness and timeliness
- No retaliation or revictimization
- Differential, gender, and inclusion approach

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Roles and Responsibilities

- **Senior Management:**
 - Endorse and approve this policy.
 - Ensure resources for the operation of the Workplace Coexistence Committee (WCC).
 - Implement the recommendations issued by the WCC.
 - Ensure immediate protection measures in cases of sexual harassment or gender-based violence.
- **Human Resources:**
 - Disseminate the policy and train personnel.
 - Receive complaints and activate the corresponding pathway.
 - Ensure confidentiality and traceability of cases.
 - Manage the differentiated pathway for sexual/gender harassment.
- **Workplace Coexistence Committee (WCC):**
 - Receive and process non-sexual workplace harassment complaints.
 - Promote spaces for dialogue and conciliation.
 - Formulate improvement plans and conduct follow-up.
 - Submit quarterly and annual reports to Senior Management.
- **Workers and affiliated persons:**
 - Be aware of and comply with this policy.
 - Refrain from engaging in harassment conduct.
 - Report any harassment situation of which they are victims or witnesses.
- **Occupational Risk Administrator (ARL):**
 - Advise on the prevention of psychosocial risks.
 - Train WCC members and the organization's personnel.
 - Provide psychosocial and psychological support to affected persons.

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Operation

- Workplace harassment cases will be handled by the Workplace Coexistence Committee (WCC), through the preventive procedure defined by Resolution 3461 of 2025, within a maximum period of 65 calendar days.
- Cases of sexual harassment or gender-based violence will not fall under the WCC's jurisdiction and will be managed through a differentiated internal pathway, which includes psychosocial care, immediate protection, and legal accompaniment.
- UZIVO S.A.S. will implement permanent preventive measures such as training, campaigns, and workplace climate assessments.

Corporate Commitment

UZIVO S.A.S. reaffirms its commitment to protecting the physical, psychological, and moral integrity of all affiliated persons, ensuring an environment free from violence, discrimination, and harassment, and adopting the necessary actions to prevent and correct such conduct.



Arch. Korina Araujo Krizmanić
CEO & LEGAL REPRESENTATIVE
UZIVO S.A.S.