PROTOCOL FOR THE PREVENTION OF AND RESPONSE TO SEXUAL HARASSMENT AND GENDER-BASED HARASSMENT **CONTENUR**

2024

CONTENUR

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01.

PRINCIPLES

The Spanish Constitution states that human dignity is one of the foundations of the political order and social peace. It recognises the right of every person to non-discrimination, equal treatment, the free development of their personality, and the protection of their physical and moral integrity.

The Workers' Statute specifically provides for workers' rights to privacy and dignity, including protection against harassment based on racial or ethnic origin, religion or belief, disability, age or sexual orientation, as well as protection against sexual, gender-based, and workplace harassment.

Similarly, Organic Law 3/2007 of 22 March on the Effective Equality of Women and Men, and Organic Law 10/2022 of 6 September on the Comprehensive Guarantee of Sexual Freedom, mandate companies to "promote working conditions that prevent sexual and gender-based harassment, and to implement specific prevention procedures and complaint processes for those affected". This guarantees the dignity, integrity and equal treatment of all workers.

Similarly, this protocol is based on the principles of the ILO Convention on the Elimination of Violence and Harassment in the World of Work, which was published in the Official State Journal (BOE) on 16 June 2022.

In accordance with these principles, CONTENUR S.L. and the Trade Unions undertake to ensure a working environment that is free from violence and harassment. This environment must respect the dignity of the individual and the aforementioned rights and values, and a proactive approach must be adopted to prevent harassment. This approach should include raising awareness and providing information, such as disseminating best practice and implementing measures to handle complaints and deal with each case appropriately.

Similarly, the legal representation of workers will contribute to this by raising awareness amongst the workforce and by informing the company's management of any problems of which they may become aware. They will also monitor the company's compliance with its obligations in matters of prevention.

02.

PURPOSE OF THIS PROTOCOL

This harassment protocol also complies with the following principles, in accordance with the provisions of Royal Decree 901/2020 of 13 October, which regulates equality plans.

The purpose of this protocol is to prevent and eliminate situations of discrimination on the grounds of sex, which constitute harassment, whether in the form of sexual harassment and/or gender-based harassment.

To this end, this protocol addresses two key aspects: the prevention of sexual harassment and/or gender-based harassment, and the company's response to complaints regarding these situations. Two types of action are therefore recommended:

1. The introduction of measures aimed at preventing and avoiding situations of harassment or which may constitute sexual harassment and/or gender-based harassment.
   - Promote a culture of preventing sexual harassment and/or gender-based harassment in all areas of the company.
   - State the company's zero-tolerance policy towards sexual harassment and gender-based harassment.
   - Identify the behaviours that constitute harassment in its various forms, including sexual harassment and gender-based harassment.
2. Establish an internal procedure to be followed in cases where an internal report or complaint regarding sexual harassment and/or gender-based harassment is made by an employee, despite efforts to prevent such situations.

03.

SCOPE OF APPLICATION AND VALIDITY

This procedure applies to all individuals associated with the company through the provision of professional services (irrespective of the type, working hours, or duration), including those employed by the company, those employed via a jobs agency, those employed under a special-status arrangement, self-employed individuals, and individuals participating in a work placement or internship.

Staff of any subcontractor operating at the company's workplace(s) must also comply with the rules on the prevention of sexual harassment and/or gender-based harassment specified here. The company's management shall inform its subcontractors of the existence of this protocol and include this matter in its risk prevention coordination policy with them.

PLACES WHERE HARASSMENT MAY OCCUR

This protocol applies to violence and harassment in the workplace, which occur during work, in connection with work or as a result of this, as set out in ILO Convention No. 190:

a) In the workplace, including in public and private spaces when they are a place of work.

b) In places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities.

c) During work-related trips, travel, events or social activities.

d) Through work-related communications, including those enabled by information and communication technologies.

e) In employer-provided accommodation.

f) When commuting to and from work.

PARTICULARLY VULNERABLE GROUPS

Sexual or gender-based harassment is intended to create an intimidating, humiliating and hostile environment, primarily directed against women. Within this group, we can identify subgroups of women who are particularly vulnerable.

Our aim is to identify groups that may be more vulnerable due to their working conditions or characteristics, so that preventive measures can be put in place to identify any situation that could lead to these types of harassment at an early stage.

- Single women with family responsibilities.
- Women who, for the first time, join companies or perform roles that are predominantly male, or roles traditionally held by men.
- Young women in their first job.
- Women with disabilities.
- Migrant women.
- Women from ethnic minority groups.
- Women on temporary or part-time contracts.
- Women working on a subcontracting basis.

VALIDITY

This protocol shall remain in **force indefinitely.** However, depending on the needs identified at follow-up meetings, or due to changes in the law, amendments may be made or new measures incorporated following relevant negotiations and agreement between the Company, trade unions, and social partners.

This protocol shall be reviewed in the following circumstances:

1. At any time during its term, with a view to refocusing efforts towards achieving its objectives.
2. Where non-compliance with legal or regulatory requirements is detected.
3. In the event of a merger, takeover, transfer, change in legal status, or any other substantial change affecting the workforce, working methods or organisation of work.
4. Where a court ruling finds the company guilty of discrimination on gender or sexual grounds.
5. Upon the expiry of each equality plan, the protocol may be extended for the duration of the next plan and will be reviewed if necessary.

04.

DEFINITION AND BEHAVIOURS CONSTITUTING HARASSMENT

4.1 | Sexual harassment

In accordance with Article 7.1 of Organic Law 3/2007, and without prejudice to the provisions of the Criminal Code, sexual harassment is defined as any behaviour, whether verbal or physical, of a sexual nature, which has the purpose or effect of undermining a person's dignity, particularly where it creates an intimidating, degrading or offensive environment.

Sexual harassment is also defined as any conduct consisting of words, gestures, attitudes or specific acts, occurring during, in connection with or as a result of work, directed at a person in order to elicit a sexual response.

According to the legal definition, it may be intended or have the effect of - that is to say, it may be deliberate or unintentional - but in either case it goes against the victim's will and creates an intimidating, offensive, humiliating and hostile environment.

It is sufficient for there to be a causal link between the behaviour and the harm suffered by the victim.

It should be noted that, in certain circumstances, a single serious incident may constitute sexual harassment.

Sexual harassment can affect the victim's health - which is the most common outcome, but this is not a necessary condition for determining whether harassment has taken place. It is sufficient that there is a significant risk of it affecting their health.

Sexual harassment is a labour and administrative offence, but it may be regarded as a criminal offence under Article 184 of the Criminal Code

CONDUCT CONSTITUTING SEXUAL HARASSMENT:

Behaviour of a working environment nature: behaviour that creates an intimidating, hostile or humiliating working environment, without necessarily being directly linked to working conditions. These include:

Requests for sexual favours, either directly or through an intermediary. The perpetrator must act conscientiously and deliberately, being aware of the distress this causes the victim. There is no such thing as a careless way of carrying out this sort of act.

The following list indicates possible examples of this type of conduct, but is not exhaustive:

- Physical behaviour of a sexual nature, ranging from unnecessary touching to excessive or unnecessary physical contact, cornering someone, or deliberately seeking to be alone with them when it is not necessary. The most serious cases: Physical assaults.
- Verbal behaviour of a sexual nature, such as unwelcome sexual innuendo, advances, offensive flirting, comments and obscene innuendo, unsolicited phone calls; jokes or comments about a person's sexual appearance; deliberate verbal abuse.
- Non-verbal behaviour of a sexual nature: displaying photographs of a sexual or pornographic nature, written material of a sexual nature, or lewd looks and gestures. Letters or emails containing sexual content and/or offensive language.
- Quid pro quo: These may take the form of either proposals or actions carried out by a person of higher rank or a person on whom the victim's job security or improved working conditions may depend. Examples include colleagues or any other person connected to the victim through work. This may involve physical contact, persistent invitations or requests for sexual favours.

4.2 | Gender-based harassment

According to Article 7.2 of Organic Law 3/2007: "Gender-based harassment is defined as any behaviour based on a person's gender, with the purpose or effect of undermining their dignity and creating an intimidating, degrading or offensive environment".

The characteristics of this type of harassment are similar to those of sexual harassment: there is no requirement for intent, repeated behaviour over time, or an adverse effect on health; it is sufficient simply to create an intimidating, degrading or offensive environment.

Gender-based harassment is a form of workplace, psychological or emotional harassment.

Gender-based harassment is an administrative offence under labour law and, depending on the circumstances, may be regarded as an offence against moral integrity.

CONDUCT CONSTITUTING GENDER-BASED HARASSMENT

The following, inter alia, constitute conduct amounting to gender-based harassment:

- Those involving unfavourable treatment of a person in connection with pregnancy, childcare or family care.
- Organisational measures implemented on the basis of a person's gender, or any other circumstance listed in the previous paragraph, for degrading purposes (e.g. exclusion, isolation, unfair dismissal, assignment of degrading, meaningless or substandard tasks, etc.).
- Behaviours, actions or practices that are based, either explicitly or implicitly, on a person's gender and which have an impact on employment or working conditions.
- Ridiculing people because the tasks they undertake do not conform to their role or the gender stereotype imposed by culture or society.
- Jokes or taunts that mock a person's gender, sexual orientation, gender expression or any other personal or social condition or circumstance.
- Belittling people's work and intellectual abilities on the grounds set out in the previous paragraph.

4.3 | Cyberbullying

Organic Law 10/2022 of 6 September on the comprehensive protection of sexual freedom addresses sexual violence committed in the digital sphere. This includes disseminating acts of sexual violence via technology, non-consensual pornography and sexual blackmail.

Any instances of sexual harassment or gender-based harassment that may occur at work, in connection with work or as a result of work, in the context of work-related communications carried out using information and communication technologies.

05.

MEASURES TO PREVENT HARASSMENT

The new Organic Law 10/2022 of 6 September on the comprehensive guarantee of sexual freedom stipulates in Article 12: 'Prevention and awareness-raising in the workplace', the obligation of companies to promote working conditions that prevent offences and other acts against sexual freedom and moral integrity in the workplace, with particular emphasis on sexual harassment and gender-based harassment, as defined in Article 48 of Organic Law 3/2007 of 22 March on effective equality between women and men, including incidents occurring in the digital sphere.

Companies must also implement specific procedures to prevent such incidents and deal with any complaints or claims made by victims of these behaviours, specifically including those experienced in the digital sphere.

In order to prevent harassment or situations that could potentially constitute harassment, the following measures shall be put in place in addition to this protocol:

- Circulation of the protocol on prevention and action in cases of harassment to the entire workforce and ensure that the protocol is available to all staff.
- The company must raise awareness and provide training on comprehensive protection against sexual harassment and/or gender-based harassment and against sexual violence. (Organic Law 10/2022 of 6 September on the comprehensive protection of sexual freedom).
- The company shall include sexual harassment and sexual violence as some of the psychosocial and occupational risk factors associated with occupational health and safety management, and must therefore take these into account when performing risk assessments for the various roles held by employees, identifying hazards and assessing risks. (Organic Law 10/2022 of 6 September on the comprehensive protection of sexual freedom (Article 9 of ILO Convention No. 190).

(*) With regard to all the types of harassment listed, these examples of behaviour are not intended to be an exhaustive list of all conduct that may be considered gender-based harassment; in each specific case, the impact of such conduct must be assessed.

- Preliminary assessment of the actual situation of women and men in the company in terms of their working conditions and arrangements for work, the organisation of work for women and men, with particular attention to those groups most at risk of harassment, as agreed with the workers' legal representatives (if this had not been carried out).
- Ensure that assessments of psychosocial risks and the working environment include questions relating to sexual harassment or gender-based harassment, gender-based violence and sexual violence. Share the results, conclusions and actions taken with the Workers' Legal Representatives, in order to monitor workers' health.
- Promote a safe and respectful working environment, fostering a culture of propriety in the workplace, and instilling in all staff the values of equal treatment, respect, dignity and the free development of the individual.
- Facilitate the integration of new hires by providing support to employees not only during the initial induction process, but also thereafter, to prevent situations of isolation.
- Staff will be provided with information and training on the principles and values that must be upheld within the company, as well as the types of behaviour that are not permitted in relation to the prevention of harassment.
- Any insinuations or statements that contradict the above principles are prohibited, whether in language, communication or behaviour. Among other measures, any images, posters or advertisements that convey sexist or stereotypical views of women and men will be removed.
- Where unacceptable behaviour is detected within a particular group or work team, the company's management will immediately contact the person in charge of that group or team to inform them of the situation that has been identified and the obligations that must be observed and the consequences of failing to do so, and then proceed to implement the protocol.

The company will adopt a proactive approach to implementing new measures or improving existing ones to achieve a harmonious working environment while safeguarding workers' rights.

06.

ACTION IN THE EVENT OF A SEXUAL HARASSMENT AND/OR GENDER-BASED HARASSMENT COMPLAINT

6.1 | Information on the support protocol and measures

Upon receipt of the complaint, the Investigation Committee shall inform the alleged victim of the following:

- Medical and psychological support measures that can be made available to the alleged victim.
- Legal advice services.
- Precautionary measures to protect the alleged victim's health.
- The possibility of using interpersonal conflict mediation schemes.
- Please note that lodging a complaint does not preclude the pursuit of any relevant administrative or legal proceedings. Should legal proceedings be initiated, the procedure will be suspended, although any interim measures that have been adopted may remain in force.
- Imposition of penalties on individuals who engage in harassment or make false allegations.
- Take the necessary measures to protect victims, witnesses and informants involved in the proceedings from possible reprisals.

6.2 | Where and how to make a complaint

The procedure begins with the filing of the complaint.

A complaint regarding the situation may be lodged directly by the person concerned or by anyone who is aware of the situation, as well as by any person who is a member of the Workers' Legal Representatives.

Complaints may be submitted via any of the following methods:

- Via the email address set up by the company to receive this type of complaint: **igualdad@contenur.es**

When dealing with this type of procedure, the confidentiality of those involved in the complaint - whether as the complainant, the person against whom the complaint is made, or a witness - must be guaranteed.

For this reason, a code will be assigned to each of them when the information in the file is processed.

Regardless of the format, the complaint must be sent to the complaints inbox so that those responsible for the preliminary investigation can open a case file.

6.3 | Support for victims

The company shall make any medical, psychological or protective measures agreed upon during the proceedings available to the alleged victim to ensure their safety. These measures shall remain in place for as long as necessary and until the affected person has fully recovered.

If the harassment has led to a deterioration in the victim's working or training conditions, these must be restored to a situation as close as possible to the original one. Similarly, all available measures will be taken to guarantee the right to health protection for those affected.

6.4 | Protection against reprisals and other considerations

Any form of reprisal against persons who make a complaint, give evidence, cooperate or participate in the investigations being carried out, and against those who oppose any form of harassment directed at themselves or at third parties is expressly prohibited.

However, if the investigation reveals that the person reporting the harassment has acted with bad faith or with the intention of causing harm, the company may take the measures provided for in cases of breach of the principle of good faith in the Workers' Statute.

The regulations and procedures set out in this protocol do not prevent any other action from being taken to seek administrative, social, civil or criminal liability, as appropriate.

If the tribunals do not find that harassment has taken place, neither the claimant nor any potential witnesses shall be held liable in any way, unless it is proven that the facts are false.

6.5 | Disciplinary penalties

Those responsible for harassment, as well as those who provide false information or give false testimony, or incite others to commit disciplinary offences will be subject to the relevant disciplinary proceedings.

6.6 | Safeguards to accompany the procedure

- Protection of the privacy and dignity of those involved.
- Protection of the person allegedly being harassed in terms of their health and safety.
- Guarantee that the identities of the complainant and the person against whom the complaint is made will be kept confidential.
- Impartiality and contradiction: An impartial hearing and fair treatment for all those affected.
- Principle of Confidentiality: all those involved have a duty to maintain strict confidentiality and discretion. No information shall be disclosed to parties or individuals not involved in the case, unless it is necessary for the investigation.
- Diligence and promptness: Urgent processing, without undue delay.
- A professional and thorough investigation into the allegations.
- The adoption of all appropriate measures, including disciplinary measures where necessary, against any person(s) whose harassing behaviour is proven.
- Those involved may be accompanied by an adviser at all stages of the proceedings.
- Prohibition of reprisals: Reprisals against anyone who makes a complaint, acts as a witness or takes part in the investigation are expressly prohibited.
- Harassment in any form will be subject to the measures set out in the applicable disciplinary regulations for serious and very serious offences.
- In cases of sexual and gender-based harassment, the burden of proof is reversed. Therefore, it is the respondent who must prove that the measures taken were not discriminatory and that they were proportionate.

6.7 | Requirements for filing a complaint

Complaints must always be made in writing.

The persons responsible for conducting the proceedings will assign a case file number within two days of the complaint being lodged.

The complaint must contain the following information (a form is attached):

- The identity of the complainant and their contact details. The confidentiality of these details will be guaranteed.
- Identification of the person against whom the complaint has been made and their position.
- Identification of the alleged victim and their position.
- A chronological and detailed account of the events (including when the events first came to light, the individuals involved, the origin of the conflict and the events that took place, specifying the location and dates, etc.).
- Identification of potential witnesses.
- Copies of any documentation that may substantiate the facts, or any other relevant information.
- Signature of the complainant to confirm agreement.

The person lodging a complaint will receive a written acknowledgement bearing the name, national identity number and signature of the person receiving the complaint, the date on which it was submitted and the case reference number.

In any event, the omission of any of the information specified in this section shall not prevent the Investigating Committee from taking action, provided that the written submission provides sufficient evidence of a possible case of harassment, without prejudice to the investigation rectifying all the required information.

The Investigating Committee must intervene in all cases where this is required by the labour authority, social courts or any other competent authority, even if no prior complaint has been lodged.

If the alleged victim is not the person lodging the complaint, the Investigating Committee will contact the alleged victim to determine the next steps. In cases of sexual and gender-based harassment, only the person being harassed can initiate legal proceedings.

If the person alleged to have been harassed does not wish to initiate the procedure, the Investigating Committee may act on its own initiative, solely for the purpose of implementing measures designed to foster a working environment that is free from violence and harassment.

6.8 | Investigation Committee

The Investigation Committee will be responsible for conducting this investigation. It will comprise one representative from the Human Resources Department and one other person from the Human Resources department, and two representatives from the trade union. The individuals that sit on the Equality Plan Monitoring Committee will also elect their representative. Only the trade unions that have signed the equality plan will be involved.

These individuals will have access to the dedicated complaints email address, and the company's equality officer will handle the complaints received via this address. The equality officer will inform the members of the Investigating Committee by emailing **igualdad@contenur.es**

These individuals must meet the necessary criteria of competence, objectivity and impartiality required by the procedure. They will also receive the necessary training.

Where such training is provided by the Workers' Legal Representatives, it will not be deducted from union leave and will be regarded as actual working time, as it is an unavoidable duty.

They must not be in a direct employment relationship with any of the parties, nor may they be related to any of them.

Nor may those who are either the subject of a complaint or the complainant act as investigators in these procedures.

The Investigating Committee shall initiate proceedings when any of its members has sufficient grounds to believe that sexual and/or gender-based harassment has occurred.

The Committee will support and assist those who allege they have been harassed, including recommending protective measures. It will also take the necessary steps and carry out the relevant procedures to establish the facts, gathering whatever information it deems appropriate, and conducting interviews and other necessary actions.

This includes gathering quantitative and qualitative information on the prevention service indicators.

6.9 | Procedure

Once the report of the facts has been made by the employee allegedly affected by a situation of sexual violence, sexual or gender-based harassment, where such an incident has been brought to the attention of the Equality Officer within the Company, the trade unions that are

signatories to the Equality Plan shall be informed within 48 working hours / 72 calendar hours of this circumstance.

Once the procedure has been initiated, either ex officio or following a complaint, the investigating officers shall separately interview the complainant and the person against whom the complaint has been made within seven days. They may also interview any other person they deem necessary in order to carry out an initial assessment of the situation.

Based on this initial assessment, the possibility of psychosocial intervention, a medical assessment or psychological support will be considered. All of this will be forwarded to Management for implementation.

During the investigation, if there are indications of sexual and/or gender-based harassment, the Investigating Committee may propose to the company's Management that the individuals involved be suspended, without prejudice to their employment conditions or another precautionary measure, which must be implemented immediately, to ensure the integrity and the health of the person concerned.

In addition to interviews with the affected person and the person against whom the complaint has been made, any documentary evidence, interviews or other evidence deemed necessary shall be gathered, with a view to ending the harassment. In any event, the burden of proof will be reversed.

The investigation will conclude with a report to be submitted to the Human Resources Department, the Equality Plan Monitoring Committee and the parties concerned. The entire procedure must not take longer than 20 calendar days.

PREPARATION OF THE REPORT

The report must include the following information:

- Background to the case, including a summary of the arguments put forward by each party involved.
- Description of the main facts of the case.
- Summary of the proceedings carried out.
- Final assessment, including any specific contributions made and measures taken.
- An explicit determination as to whether or not harassment has taken place.
- Signatures of the members of the Investigating Committee.

6.10 | Actions to be taken by the company once the procedure has concluded

If it is established **that sexual or gender-based harassment has taken place**, the final agreed report shall be forwarded to the Company's Management, so that it may take the appropriate disciplinary measures; a decision will be taken within a maximum of 10 calendar days.

If the disciplinary measure imposed does not result in the dismissal of the person who committed the harassment, appropriate measures shall be taken to ensure that the person and the victim do not work in the same workplace. The victim shall have the option to remain in their post or request a transfer, provided that this does not result in an improvement or deterioration of their working conditions.

If it is proven that **no sexual or gender-based harassment took place**, the case will be closed.

If, as a result of the investigation, it is established that **no sexual or gender-based harassment** took place, but **a significant personal conflict** arising from work becomes apparent, the Investigating Committee shall include this conclusion in its report so that the Company's Management may act accordingly.

07.

MEASURES TO BE TAKEN ONCE THE PROCEDURE HAS CONCLUDED AND SEXUAL AND/OR GENDER-BASED HARASSMENT IS PROVEN

Once the procedure has concluded, the Investigating Committee may propose the following measures:

- The company will make available to the person being harassed all the agreed protective measures for victims of gender-based violence or sexual violence.
- Modification of working conditions deemed beneficial to the recovery of the person being harassed, subject to their consent.
- Implementation of protective measures to safeguard workers who are being harassed.
- The company will take the necessary measures to prevent those who have been disciplined from reoffending.
- Training or retraining will be provided to help the victim update their professional skills if they have been on temporary leave for a prolonged period. The company will also compensate for any loss of earnings resulting from temporary leave taken for this reason.
- Reaffirmation of management's commitment to ensuring a safe working environment that is free from harassment and violence.

08.

MONITORING AND EVALUATION OF THE PROTOCOL FOR CASES OF SEXUAL AND/OR GENDER-BASED HARASSMENT

The Equality Plan Monitoring and Evaluation Committee is responsible for monitoring and evaluating the protocols for preventing sexual and gender-based harassment set out in this plan.

If there is no Monitoring and Evaluation Committee for the Equality Plan, the Investigating Committee shall be responsible for monitoring this protocol. To this end, it will carry out the following functions:

1. It will meet annually to review allegations of harassment and will draw up a joint report on its activities to be submitted to the company's management and made available to the entire workforce. This report must respect the right to privacy and confidentiality of those involved.
2. It will draw up an annual report to ensure the protocol is effective and confidential, and adapt it if necessary.



09.

TRACK CHANGES

REVIEW	DATE	POINTS AFFECTED	REASON
0	03/06/2024	All	Initial preparation
1	15/06/2026	Contact email	Updating of the contact email address igualdad@contenur.es

Rev. 1 Date: June 2026	Protocol for dealing with sexual and/or gender-based harassment at CONTENUR S.L. Harassment reporting form	CONTENUR

APPLICANT

☐ Affected Person ☐ Human Resources ☐ Management Unit Affected

☐ Health and Safety Committee ☐ Health and Safety Officers ☐ Other .....

TYPE OF HARASSMENT

☐ Psychological ☐ Sexual ☐ Gender-based

☐ Due to sexual orientation ☐ Other forms of discrimination .....

PERSONAL DETAILS OF THE AFFECTED EMPLOYEE

Name and Surname(s):	TAX ID NO.	Sex
		☐ Male ☐ Female

Contact telephone number:

PERSONAL DETAILS OF THE AFFECTED EMPLOYEE

Work centre	Area	Job title/Position

Employment type:

☐ Permanent staff ☐ Temporary staff or agency worker ☐ Study Grant ☐ Length of service in post.....

DESCRIPTION OF THE EVENTS

ATTACHED DOCUMENTATION

☐ Yes (please specify) ..... ☐ No

REQUEST

☐ I request the initiation of the Protocol for dealing with sexual and/or gender-based harassment at **CONTENUR S.L.** In

..... [ddmmyyyy]

Signature of the person concerned:

The processing of personal data collected in this application shall be governed by the provisions of Organic Law 15/1999 of 13 December on the Protection of Personal Data.

Party of the first part, Mr/Ms_____,

of legal age, holder of National Identity Card No._____, and residing at_____

_____

(hereinafter 'THE EMPLOYEE'), and party of the second part, Mr/Ms_____,

holder of National Identity Card No._____, as a member of the Anti-Harassment Committee, in accordance with the procedure set out in the PROTOCOL FOR DEALING WITH PSYCHOLOGICAL AND/OR SEXUAL HARASSMENT IN THE WORKPLACE AT **CONTENUR S.L.**

HEREBY AGREE

That, in accordance with the provisions of Article 11 of Organic Law 15/1999 of 13 December on the protection of personal data, and in accordance with the Protocol described above, THE EMPLOYEE:

□ Consents

□ Does Not Consent

For the member of the Anti-Harassment Committee to send a copy of the report resulting from their investigation into the case brought by THE EMPLOYEE to the Anti-Harassment Committee of **CONTENUR**, as set out in the organisation's Protocol on Action against Workplace Harassment.

The Committee member undertakes to ensure that, when using the data provided by THE EMPLOYEE, they will respect its confidentiality and undertake not to use it for any purpose other than that specified.

In..... [ddmmyyyy]

And for all intents and purposes, this is signed in Getafe on 20 September 2024

On behalf of the Company:

David Fernández Gil, Head of the Human Resources Department

Cristina Linares Pérez, Human Resources Department

Javier Crespo Moreno, Health and Safety Officer

Esther da Veiga Mejía, Finance Director

Susana Díez De Vega, Marketing Director

Patricia Martín Junco, Human Resources Department

Lara Carrasco Collado, Health and Safety Officer

Elizabeth Tejada Mesa, Human Resources Department

On behalf of the workers:

Jonathan Fernández Morán, representing CCOO Hábitat

Juan Carlos Morago Mora, representing Solidaridad

Juan Carlos González Sánchez, representing UGT FICA

Rafael Iniesta Moraleda, representing UGT FICA

Sergio López Mateu, representing CCOO Industria

Juan Carlos Brotón Mayo, representing UGT SP

Raquel Hijosa Carracedo, representing CCOO Hábitat

Eduardo Montserrat Rodrigo, UGT FICA

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