

COMMITMENT TO PREVENTING AND ACTING AGAINST HARASSMENT BASED ON SEXUAL ORIENTATION, GENDER IDENTITY AND/OR GENDER EXPRESSION WITH EQUALITY BETWEEN WOMEN AND MEN

Ms. Carmen López Serrano with DNI 80.080.300-G representing the entity VEGENAT, S.A. with A06141345, in her capacity as CEO, located at Ctra. Badajoz-Montijo, km.24,9. 06184, Pueblonuevo del Guadiana (Badajoz), declares her commitment to the dignity of the person, the inviolable rights inherent to them, the free development of personality, the right to privacy, physical and moral integrity and the principle of equality and non-discrimination for any personal or social condition or circumstance are fundamental rights enshrined in our Spanish Constitution. Furthermore, the Workers' Statute specifically provides for the right to respect for privacy and consideration of the dignity of all workers, including protection against verbal or physical insults of a sexual nature, as a key tool against harassment based on racial or ethnic origin, religion or beliefs, disability, age or sexual orientation.

For this reason, VEGENAT S.A., with the representation of workers, has signed this protocol, with the firm commitment not to tolerate within the organization any type of discriminatory practice considered as harassment based on sexual orientation, gender identity and/or gender expression, with any conduct of this nature being expressly prohibited.

In order to guarantee a work environment that respects the aforementioned rights of those who make up VEGENAT S.A., it is committed to dealing with any harassment situation that may arise within it with the utmost diligence, making full use of the corresponding disciplinary and sanctioning procedures.

In Pueblonuevo del Guadiana, on May 28, 2024

Signed by Carmen López Serrano