

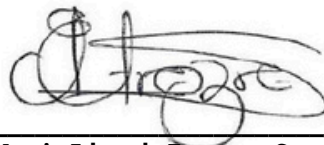
In compliance with the provisions of paragraph 'b' of Article 4 of Law 2088 of 2021, and especially as indicated in Law 2191 of 2022, the company **3 + SECURITY COLOMBIA LTDA** creates, promotes and guarantees the disconnection from work of workers in labour relations within the different types of contracts in force and work schemes, in order to ensure the effective enjoyment of free time and rest time, leave, leave and/or holidays to reconcile personal, family and work life.

In view of these considerations, the company will regulate the procedure and aspects to be taken into account for the proper implementation of the 'Work Disconnection Policy'.

To this end, the policy responds to the following commitments:

- Establish the mechanisms through which the right to disconnect from work is guaranteed and exercised, considering the appropriate use of information and communication technologies.
- Guarantee the mechanisms and means for workers to submit complaints in their own name or anonymously regarding the possible violation of this right, which is established in the procedure for 'Processing of complaints of disconnection from work'.
- To enforce the provisions of the procedure 'Processing of complaints of disconnection from work' (PR-1601-GTH-128), to manage complaints, ensuring due process, as well as conflict resolution mechanisms and verification of compliance with the agreements reached and the cessation of the conduct.

In order to comply with this policy, the company has designated the necessary resources and expects the commitment of all employees to comply with this policy.



Martin Eduardo Tarazona Santos
Gerente General
Representante Legal

