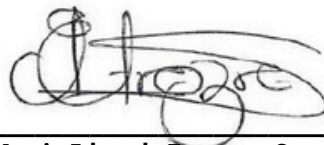


3 + SECURITY COLOMBIA LTDA. establishes mechanisms to prevent conduct constituting harassment at work, has formed the committee of coexistence at work in accordance with the applicable regulations, which together with all workers and the SG-SSTA, will establish activities aimed at generating a collective awareness of healthy coexistence, which promotes work in decent and fair conditions, harmony among those who share business working life, excellent atmosphere in the company and protection of privacy, honour, mental health and freedom of people at work.

The company undertakes to ensure compliance with the rules aimed at preventing any conduct or behaviour qualified as workplace harassment, applying the principles of equality, non-discrimination, fairness, respect, responsibility, non-abuse, non-prosecution and transparency, to safeguard the information that is collected, to provide timely processing of alleged complaints of workplace harassment through the committee of labour coexistence, according to the provisions of Resolution 652 of 2012, Resolution 1356 of 2012 and law 2365 of 2024 will provide the necessary resources to comply with the policy.

All workers, regardless of their form of contracting and contractors of the company, are participants and responsible for compliance with this policy.



Martin Eduardo Tarazona Santos
Gerente General
Representante Legal

