

## **ANTI-HARASSMENT POLICY**

### **1. INTRODUCTION.**

This Anti-Harassment Policy (the "**Policy**"), establishes guidelines and provide the personnel of Van Amersfoort Racing International BV (the "**Team**"), with necessary information on the prevention of workplace harassment and sexual harassment, as well as promote a favorable work environment that contributes to emotional well-being and improve the quality of life of collaborators and increased productivity.

### **2. SCOPE.**

This Policy is applicable to all Team's personnel in all work centers. Likewise, the provisions established in this Policy are mandatory and will be strictly applied under the principle of zero tolerance.

### **3. CORE PRINCIPLES.**

In accordance with Team's values the following principles must be observed:

- Will be zero tolerance for any conduct that directly or indirectly involves workplace and/or sexual harassment. Under no circumstance, shall there be any exception on such regard.
- All collaborators shall be treated with respect in their work environment, with equitable access to productive resources and employment. Any type of discrimination and violence is contrary to this principle.
- Every employee has the right to carry out their activities in a healthy and safe environment, which preserves their physical and mental health and which stimulates their development and professional performance. Acts of workplace and/or sexual harassment are contrary to this principle.
- Every employee has the right to be protected against acts that may be detrimental to their dignity, such as acts of sexual harassment. This principle enables the adoption of protection measures for affected collaborators and is closely linked to the principle of confidentiality and integrity.
- All procedures carried out in accordance with this Policy will be confidential.
- This Policy is mandatory and of general observance for all the Team and its collaborators, so it is their responsibility to attend the training established by the Team, know this Policy, ensure and facilitate the means so that the awareness campaigns are applied.

### **4. COMPLAINT.**

Complaints regarding cases must be addressed to the Compliance Officer of the Team, Juan Pablo Rodríguez Salamanca, to the email address: [compliance@vanamersfoortracing.nl](mailto:compliance@vanamersfoortracing.nl).

Complaints will be submitted by the victim and will be treated confidentially.

Anonymous complaints will be indicative in nature, and the investigation will be subject to the discretion of the Compliance Officer.

The Compliance Officer will be responsible for receiving and investigating each of the submitted complaints. The Compliance Officer will have the authority to obtain any evidence it deems necessary, with the broadest powers to investigate and obtain all types of evidence, and the authority to require the full cooperation of any employee, regardless of their department.

In the investigative process, the Compliance Officer must document all means of evidence obtained, allowing the complainant to cooperate in the investigation and evidentiary documentation at all times.

Once the investigation is completed, the Compliance Officer will present each case to be ruled by the Team in order to adopt the corresponding measures.

The Compliance Officer will assign an individual tracking number to each complaint and will keep track of and compile statistics on each of the reported cases, providing an annual report to the General Management.

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