

1. COMMITMENT TO THE MANAGEMENT OF SEXUAL AND/OR SEX-BASED HARASSMENT

With this protocol, **IMDEA NETWORKS** declares its zero tolerance for conduct constituting sexual harassment or harassment based on sex within the organization.

With its adoption, **IMDEA NETWORKS** underlines its commitment to the prevention of and action against sexual harassment and harassment based on sex, informing of its application to all personnel, both in-house and from other companies, including persons who, not having an employment relationship, provide services or collaborate with the organization.

IMDEA NETWORKS assumes the commitment to disseminate this protocol, indicating the need to comply with it to the companies to which it transfers its personnel, as well as to those companies that transfer personnel to **IMDEA NETWORKS**. Thus, the obligation to observe this protocol will be stated in contracts signed with other companies.

When the alleged harassing person is beyond the company's reach and **IMDEA NETWORKS** is unable to apply the procedure, it will contact the competent company to take the appropriate measures and, if necessary, sanction the person responsible, warning them that, if they fail to do so, the business relationship that connects them may be terminated.

The protocol shall be applicable to situations of sexual harassment or harassment based on sex that occur during work, related to work or as a result of work:

- a) in the workplace, including public and private spaces if they are workplaces;
- b) in places where the worker is paid, where he/she takes a break or eats, or where he/she uses sanitary or toilet facilities and changing rooms;
- c) on work-related travel, trips, events or social/training activities;
- d) in the context of work-related communications, including those made through information/communication technologies (virtual harassment or cyberbullying);
- e) in accommodation provided by the company
- f) when commuting between home and work and vice versa

This protocol complies with articles 46.2 and 48 of Spanish Organic Law 3/2007, of March 22, for the effective equality of women and men, Spanish Royal Decree (RD) 901/2020 of October 13, which regulates equality plans and their registration and amends RD 713/2010, of May 28, on the registration and deposit of collective bargaining agreements and collective bargaining agreements and article 14 of Law 31/1995, of November 8, on Occupational Risk Prevention.

By committing to this protocol, **IMDEA NETWORKS** manifests and publicizes its proactive approach to the prevention of harassment and to the dissemination of good practices and implementation of the necessary measures to manage the complaints and allegations that may arise in this regard, as well as to resolve as appropriate in each case.

IMDEA NETWORKS makes clear its commitment by having negotiated with the Negotiating Committee of the Equality Plan the development of this protocol, being the implementation of one of the measures of the Plan.

Leganes, March 30, 2022

D. Ramon Girona, General Manager of IMDEA NETWORKS

