



ACEROS INOXIDABLES

OLARRA

EQUALITY AND RESPECT POLICY

AIOSA aims to guarantee a respectful working environment for everyone and recognises equal and decent treatment as a fundamental right, based on the following principles:

"Everyone has the right to respect for their dignity and are likewise required to treat with respect the people with whom they interact, regardless of their gender, race, religion, sexual opinion, political opinion or any other condition or conviction".

In accordance with this principle, **AIOSA rejects any type of violence or workplace bullying**. Actions or attitudes that may be offensive must be avoided, regardless of who is the victim or the bully. **Those people who may be suffering such violence or bullying shall be defended and supported.**

AIOSA undertakes to:

1. Disseminate, comply with and enforce this Policy, the Procedure for the Prevention of Violence in the Workplace and the Gender Equality Plan.
2. Guarantee equal treatment of all people working at AIOSA, whether employees or contractors.
3. Guarantee that all complaints and allegations are treated rigorously, and in a fair, rapid and confidential way.

Mª Jesus Larrea
General Coordination