



## **SPICEKEN EPZ LIMITED SEXUAL HARASSMENT POLICY STATEMENT**

Spiceken EPZ Ltd. is committed to fostering a workplace culture of dignity, respect, and inclusion, ensuring a safe environment free from sexual harassment for all employees, contractors, and stakeholders. This policy defines sexual harassment, sets expectations for workplace behaviour, and outlines procedures for reporting, investigating, and resolving complaints.

Sexual harassment is prohibited and will not be tolerated at Spiceken EPZ Ltd.

Sexual harassment includes unwelcome sexual advances, requests for sexual favours, and other verbal, physical, or visual conduct of a sexual nature that:

- Creates a hostile, intimidating, offensive, or abusive work environment;
- Interferes with an individual's work performance; or
- Affects an individual's employment opportunities.

Any employee who believes they have been subjected to sexual harassment should report the incident to their immediate supervisor, Human Resources department, confidential reporting boxes, or any other designated company official.

All reports of sexual harassment will be taken seriously and investigated promptly and confidentially. The company will take appropriate action to address any substantiated complaints of sexual harassment, including disciplinary action up to and including termination of employment.

The company prohibits retaliation against any employee who reports sexual harassment or participates in an investigation. Retaliation is a serious offense and may result in disciplinary action up to and including termination of employment.

The company will provide regular training and education to all employees on sexual harassment prevention and response. This training will be designed to help employees understand what constitutes sexual harassment, how to prevent it, and how to report it.

This policy will be reviewed annually as a minimum, communicated throughout the company and availed to other stakeholders on request.

Karim Dostmohamed

General Manager