

ANTI-VIOLENCE AND HARASSMENT POLICY

ONNIS ENGENHARIA & CONSTRUÇÃO MOÇAMBIQUE LDA ("ONNIS") is committed to creating and maintaining a climate where all employees, job applicants and other persons who have - for any reason and at any level - to deal with the business, are treated with dignity and respect.

ONNIS adopted a "**zero tolerance**" approach to deal with these misconducting behaviors and to this extent the following policy statements has been formulated:

- Harassment in the workplace will not be permitted or condoned under any circumstances.
- Persons who have been subjected to harassment in the workplace have the right to raise a grievance in respect of such harassment.
- Grievances raised in respect of harassment will be dealt timeously, sensitively and confidentially.
- No person who raises a grievance about harassment will be victimized or made responsible.
- All persons will be protected against false accusations of harassment.
- Perpetrators will be severely disciplined.
- All managers responsible for dealing with grievances will be appropriately trained to deal with sensitive grievances such as harassment, violence, etc.
- Handling of harassment cases will be underpinned by consistent, fair and non-discriminatory practices and procedures.
- Any form of harassment of a fellow employee and/or non-employee will constitute a serious act of misconduct.
- Sexual-based forms of harassment will be of primary consideration for the company and any episode will be dealt seriously, expeditiously, sensitively and confidentially.



Eng. Stefano Onnis
Managing Director