

Policy against Sexual Harassment Cayman Pharma, Czech Republic

Cayman Pharma actively seeks to eliminate any signs of sexual harassment in the workplace in order to ensure safe and comfortable conditions for all employees.

Definition of sexual harassment:

Sexual harassment is any form of unwanted conduct of a sexual nature that unduly interferes with an employee's privacy or whose purpose or effect is to undermine a person's dignity, particularly when it creates an intimidating, hostile, or offensive environment.

The rules set out in this policy provide anyone affected by inappropriate behaviour or witnessing such behaviour with appropriate tools of defence; however, their use is not a condition for the affected person to exercise other rights available under the law.

Inappropriate conduct related to sexual harassment may be physical, verbal, or visual and may include, but is not limited to, the following:

- Jokes, intimidating acts
- Hugging, groping, inappropriate touching
- Neck or shoulder massages
- Touching, rubbing, brushing against, pinching, patting, or kissing
- Rewards or penalties for reporting or participating in such behavior
- Offensive jokes or stories
- Descriptive or degrading comments about an individual's appearance or body
- Intrusive or overly personal questions about an individual's private life

If any of the situations described above are observed in the workplace, Cayman Pharma management will support all employees who may be exposed to any form of sexual harassment and encourages a proactive approach to addressing it in the following ways:

1. Employees should submit a complaint regarding sexual harassment by reporting the incident to the Human Resources department. The employee will meet privately with an HR representative to describe the incident.
2. The Human Resources department will conduct a detailed investigation of the entire incident, including interviews with all involved parties, and will inform company management of the outcome.
3. Management will ensure that the employee is not traumatized by the investigation and is not subjected to any form of retaliation or reprisal.
4. When evaluating the reported incident, expert assistance from a professional psychologist working with Cayman Pharma may be required.

5. Upon completion of the investigation, all parties involved will be informed of the consequences of their actions.
6. Cayman Pharma management will focus on preventing similar incidents in the future.
7. If necessary, the sexual harassment policy will be revised to reflect all new measures aimed at increasing awareness and preventing similar incidents.