

energy creates energy



Harassment prevention and reaction policy

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Context

Galp undertakes, according to its corporate values and the code of conduct and ethics, the duty of adopting a code of conduct in relation to the prevention and reaction to harassment in the different geographies in which it is present.

Company's position

Galp is committed to:

- Promote a culture of mutual respect, rejecting and trying to prevent, when applying for a job, within the workplace or during professional training, behaviors, including of sexual nature, aimed at disturbing and embarrassing, affecting personal dignity or creating an intimidating, hostile, degrading, humiliating or destabilizing work environment;
- Develop awareness campaigns and, when appropriate, training about harassment prevention and reaction, in order to strengthen the culture of integrity and respect;
- Support campaigns promoted by entities which are recognized in harassment prevention, including in relation to mobbing, bullying and sexual harassment;
- Undertake periodical inquiries in the company, in order to identify harassment cases and develop actions in relation to the identified risks;
- Promote a work environment of reciprocal trust, to detect and communicate the occurrence of these undesirable practices, ensuring that there is no retaliation;
- Provide or inform about the available channels to report situations of knowledge or strong suspicion of a behavior of this nature;
- Establish a disciplinary procedure in situations of knowledge or strong suspicion of a behavior of this nature and apply effective disciplinary measures, whenever the behavior has been proven;
- Guarantee help to any worker affected and support all associated costs to his/her recovery.

Final statement

Galp ensures the monitoring of the best practices evolution in preventing and reacting to harassment, with the aim of continuous improvement.