



Policy on Prevention of Discrimination, Harassment, Abuse and Workplace Violence

Zero tolerance and protection of dignity

Company	EBI
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Prepared by	Mohamed Kebe, Personnel Manager
Approved by	Executive Management
Owner	Human Resources

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This policy establishes zero tolerance for discrimination, harassment, abuse of power and all forms of workplace violence.

1. Purpose

- Prevent, report and address any form of discrimination, harassment, abuse of power or workplace violence.
- Ensure a safe, respectful working environment aligned with EBI values.

2. Scope

- All employees, subcontractors, partners and persons acting for EBI.
- Company premises, client sites, missions, professional events and social events linked to EBI activities.

3. Fundamental principles

- Every individual has the right to a safe workplace, respect for dignity and equal treatment.
- Any contrary conduct may lead to disciplinary sanctions up to termination and, where applicable, legal proceedings.

4. Key definitions

- Discrimination: unfavorable distinction or treatment based on sex, age, origin, religion, sexual orientation, disability, social or family status, opinions or any protected ground.
- Harassment: repeated or serious conduct that humiliates, intimidates or creates a hostile environment, including moral, sexual or verbal harassment and abuse of power.
- Violence: any act, threat or intimidation that may cause physical or psychological harm, including assault, threats, intimidation or sexual violence.

5. Reporting channels

- Reports may be made to Human Resources, a manager, Executive Management or the compliance email channels.
- Reports may be confidential, and anonymous reports are reviewed where enough information is available.
- Good-faith reporting is protected against retaliation.

6. Investigation and handling

- Reports are assessed promptly and handled by competent, impartial persons.
- The rights and dignity of all parties are respected throughout the process.
- Confidentiality is maintained as far as compatible with investigation and corrective action.

7. Corrective actions and sanctions

- Measures may include mediation, written warning, suspension, contract termination or referral to competent authorities.
- Victims may receive support measures, work adjustments or protective arrangements when needed.

8. Prevention

- Awareness, training and communication on respectful workplace behavior.
- Manager accountability for preventing and addressing inappropriate conduct.
- Regular review of reported trends and corrective measures.

Approval

Name	Robert TOUNKARA
Position	Managing Director
Organization	EBI