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Statement on Workplace Harassment and Violence

At **alimex**, we firmly believe that every employee has the right to a safe, respectful and inclusive work environment. We are therefore committed to actively preventing, recognising, and appropriately handling harassment and violence in the workplace in all forms.

Our principles/values:

1. **Zero tolerance for harassment and violence:**
At **alimex** we do not tolerate any form of harassment, bullying, discrimination, or violence in the workplace. Every incident is taken seriously and investigated immediately.


2. **Clear policies and training:**
We have established clear policies and procedures to prevent and combat harassment and violence in the workplace. All employees receive training to understand the importance of these policies and ensure they are followed.

3. **Confidentiality and protection:**
We protect the privacy and confidentiality of all employees who report harassment or violence in the workplace. We encourage all employees to report incidents without fear of reprisal.

4. **Support and resources:**
We provide support and resources for victims of harassment or violence, including advice and legal assistance, to ensure they are appropriately supported.

Responsible for change:	Compliance Officer	AJO
Process Owner:	CEO	PGR
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5. Shared responsibility:

We believe that creating a safe work environment is a shared responsibility. Every employee and manager is called upon to contribute to the prevention of harassment and violence and to promote these values.

6. Enforcement:

We consistently enforce our policies and take appropriate action against those who violate them, including disciplinary action up to and including dismissal.

At **alimex**, we are proud to promote a corporate culture that puts respect, fairness and safety first. We are committed to ensuring that every employee feels valued and safe while working with us.

This statement underpins our commitment to eliminating harassment and violence in the workplace and to creating a work environment in which all employees can achieve their full potential.

Willich, 12 September 2023

Dr Philip Grothe (CEO)

