

Intellias Ethics Committee

ANTI-HARASSMENT

POLICY

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1 INTRODUCTION

Intellias is a company created by people, for people. We foster a culture of partnership, caring, and respect. We will never back down on that no matter how fast we grow. We are sincerely committed to making everyone feel welcome, connected, and heard. This is the environment in which Intellias tech solutions are born.

This Anti-Slavery and Human Trafficking Policy (“Policy”) must be read in conjunction with other organizational documents, such as:

- Intellias Code of Conduct
- Equal Opportunity and Gender Equality Policy
- Family-Friendly Parenthood Policy
- Diversity Recruitment and Hiring Policy
- Veteran Support Policy

Other related documents that Intellias may adopt in the future.

2 DOCUMENT PURPOSE

Intellias is dedicated to upholding ethical standards and maintaining integrity in all of its business dealings and relationships. This Policy aims to communicate the company's attitude and commitment to preventing harassment in the workplace to its specialists and stakeholders.

Intellias will not knowingly enter a partnership or conduct business with any individual or organization that either exposes people to abuse and exploitation; or tolerates discrimination, harsh or inhumane treatment of its employees or agents.

3 DOCUMENT SCOPE

This Policy applies to all persons associated with Intellias, such as those performing services for or on behalf of Intellias in any capacity, including directors, officers, employees at all levels, agents, subsidiaries, consultants, subcontractors, and company business partners, whether an individual or an incorporated or unincorporated body (“Associated Persons”). All parties associated with our organization must adhere to this Policy.

3.1 Definitions

Verbal harassment includes bullying, offensive or unwelcome comments regarding a person's national origin, race, color, religion, age, sex, sexual orientation, pregnancy, appearance, disability, gender identity or expression, marital status or other protected status.

Nonverbal harassment includes unwelcome physical contact, persecution, threats, distribution, or discussion of any written or graphic material that may insult or disrespect an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital status or other protected status.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault, suggestive or insulting sounds, obscene gestures, all forms of communication that are sexual in nature and offensive.

3.2 Commitment

Intellias is committed to:

- Ensuring that all relevant parties are informed about this Policy.
- Maintaining comfortable and safe workplace conditions, where every employee and/or other Associated Person can develop professionally within an ethical work environment.
- Opposing and avoiding all types of harassment, including but not limited to those listed above.

This commitment implies:

- Consulting with external and internal stakeholders, experts, and professional organizations.
- Holding educational training sessions and events on zero tolerance for all forms of violence for the management of the company and its employees and/or other Associated Persons.
- Ensuring the usage of respectful language in all communications.
- Taking proactive actions in response to the Policy misconduct.

4 COMMUNICATION AND TRAINING

Intellias organizes periodic training for its employees and/or other Associated Persons to familiarize them with the requirements of Intellias Code of Conduct and this Policy. Also, when considered relevant, Intellias may provide other written, visual, or oral communication to declare its zero-tolerance approach to any form of harassment and describe its standards and procedures.

5 COMPLAINTS PROCESSING

Any person who believes that they have been subjected to harassment, or have witnessed a violation of this Policy, should report the issue by sending an email to the **Ethics Committee** or submitting the **anonymous form**.

The Committee holds a meeting to address an incident no later than three business days after the request is submitted. If necessary, the Committee collects additional information, schedules meetings with the parties involved, and as a result, makes a decision based on the Intellias values.

All issues are treated confidentially to the extent possible. Intellias guarantees that such a request will be considered and will not have any negative consequences for the person who filed the complaint.

It is important for Intellias to ensure that no kind of discrimination is tolerated. If you have thoughts, ideas, and suggestions for improving our policies or projects, please share them with the **CSR Team**.

6 CONSEQUENCES OF NON-COMPLIANCE

Compliance with this Policy is essential for maintaining the trust and integrity at Intellias. Any person who breaches this Policy will face disciplinary actions, including but not limited to counseling, reassignment, suspension, termination, or legal consequences, as deemed appropriate based on the circumstances.

7 POLICY REVIEW AND MONITORING

Intellias shall regularly monitor the effectiveness of this Policy and review how it is implemented.

The Policy is to be reviewed:

- In conjunction with any change in the laws affecting the procedures provided for in this Policy
- In the event a significant breach of this Policy is discovered
- On a yearly basis.

8 REFERENCES

- **Intellias Code of Conduct**
- **International bills of human rights**

UN Guiding Principles on Business and Human Rights