

# Psychosocial Risk Prevention Policy

At Nuvoil, it is essential to positively impact the quality of life of our employees and their families, who work every day to achieve their goals, contributing to the success of Nuvoil's companies.

At Nuvoil, we are dedicated to enhancing the well-being of our employees and their families. This policy outlines the commitments we assume to identify, analyze, prevent, and address psychosocial risk factors, promote favorable organizational environments, and prevent acts of workplace violence or harassment.

- All employee actions must be governed by the Code of Ethics and Conduct, Corporate Policies, and all applicable laws and obligations.
- Safe and confidential channels are available to report any violations of our codes, as well as cases of workplace violence, workplace harassment, and other situations related to psychosocial risk factors at work. These channels include: the email address **denuncia@nuvoil.com** and an online form available at **<https://nuvoil.com/form-etica/>**, which ensure the protection and integrity of all individuals within our stakeholder groups, without fear of retaliation.

Our commitment includes:

- Continuing to create spaces that promote a sense of belonging among all employees.
- Clearly communicating to all employees their assigned job responsibilities and work schedules in a fair manner and in accordance with the applicable laws of the country.
- Implementing training programs aimed at developing employees' knowledge and promoting the continuous improvement of their performance.

- Promoting participation and consultation channels among the different levels of the organization, so that opinions are heard and considered whenever possible.
- Evaluating employee performance, including feedback and recognition of outstanding results, to serve as a foundation for the design of training and development plans.
- Communicating the measures implemented to prevent and control psychosocial risk factors and promote healthy work environments, as well as this policy itself.
- Promoting the participation of all personnel in the organization during the deployment of this policy.
- Ensuring that acts of violence are not tolerated, nor any incidents that may generate psychosocial risk factors or undermine a favorable organizational environment.
- Preventing and removing all forms of discrimination against any person and promoting equal opportunity and fair treatment.

If you have any questions or comments regarding this policy, you may contact your immediate supervisor, the Compliance Officers, or the Human Resources Management team.



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**Chief Financial Officer**  
Nuvoil Business Group