



EXPLOITATION AND ABUSE OF VULNERABLE GROUPS HARASSMENT POLICY

At Baia Lara, we have a strong commitment to protecting the rights of vulnerable groups and preventing incidents of abuse or harassment. We aim to take the necessary steps to ensure that our employees, guests and all stakeholders are safe.

Vulnerable groups refer to individuals who need protection because of risks to which they are exposed based on age, gender, ethnicity, sexual orientation, gender identity, physical or mental disabilities, social or economic status, immigration status or other characteristics. This policy covers children, youth, older persons, persons with disabilities, migrants or other vulnerable groups.

We are committed to preventing abuse and harassment of vulnerable groups in accordance with relevant local laws, human rights and international standards.

We provide regular training to all employees on the rights of vulnerable groups, the definition, symptoms and reporting processes of abuse and harassment. These trainings aim to raise awareness and sensitise all staff to incidents of abuse or harassment.

We take all allegations of abuse or harassment seriously and ensure that complaints are investigated promptly, fairly and confidentially. In this process, it is our priority to protect the safety and privacy of all our stakeholders. In accordance with relevant legal sanctions, evidence-based disciplinary measures and, where necessary, legal proceedings may be initiated.

We are committed to continuous improvement efforts to prevent and reduce cases of abuse and harassment against vulnerable groups.

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GENERAL MANAGER