



SEXUAL HARRASMENT POLICY

- 1) The Lion Group is committed to providing a work environment which is conducive, safe, dynamic with gender diversity and free from any form of sexual harassment.
- 2) To this extent this policy applies to -
 - a) Ensure that sexual harassment does not occur and, if it does occur, to ensure that adequate procedures are available to deal with the problem and prevent its recurrence.
 - b) Ensure the implementation of policies and practices which will ensure a safe and healthy working environment in every place of employment where individual employees, irrespective of status or position, are treated with dignity and free from any form of harassment, humiliation and intimidation of a sexual nature.
 - c) Assure employees that all complaints of sexual harassment that are brought to the attention of the Management will be investigated, and that these investigations will be handled with the sensitivity and discretion that such matters require.
- 3) Sexual harassment in the workplace includes any employment-related sexual harassment occurring outside the workplace as a result of employment responsibilities or employment relationships.
- 4) That established roles and responsibilities are embedded in the line management and companies within the Group guided through established processes and procedures by the Group Human Resource in implementing the guidelines uniformly to realize this policy.

This policy also complements the Group's Sustainability Framework / Plans under the Governance and Work Place engagement of employees as stakeholders.

Employees are required to refer to the detailed provisions in the Group Human Resource's Policies and Procedures and the summaries herein are only the general principles of the policy