

Non-Discrimination Policy

Discrimination

Discrimination is forbidden in Natural Habitats Group. It might include unequal treatment of an individual or group of people due to their race, ethnic origin, sex, pregnancy, colour, religion, national origin, physical or mental disability, age, marital status, sexual orientation, gender identity, genetic information or other motivations that may adversely affect performance or stability of employment.

The business group will not require its employees, current or new additions, pregnancy or virginity tests or any other information related to any of the above features. In the same way, any worker, supervisor or contractor shall not be authorized to request documents regarding to the characteristics mentioned in this policy.

Sexual Harassment

Sexual Harassment is forbidden in Natural Habitats. It might include, without excluding other types of harassment, threats, physical contact or violence, jokes, intimidation, epithets, derogatory remarks, vandalism and verbal, graphic or written conducts directed to an individual or group of individuals motivated either by their race, ethnic, origin, sex, pregnancy, colour, religion, nationality, physical or mental disability, age, marital status, sexual orientation, gender identity or genetic information.

Sexual harassment in its legal definition includes unwanted sexual advances, invitations to participate in sexual misconduct and other physical behaviour of expressed sexual nature. Under this policy sexual harassment may be verbal, visual or physical. It can be used as an extortion, such suggestion that a person may get a better position within the organization or a raise by subjecting sexual advances.

Examples may include, without excluding others, unwanted sexual advances, repeated sexual bullying, taunting, teasing, flirting, verbal abuse of sexual nature, comments about an individual's body or sexual potency, or derogatory and disparaging remarks about women or men in general, whether sexual or not, leering, physical touch, pinching or intentional rubbing to another's body, show objects or pictures including digital pictures which are sexual nature and that create a hostile or offensive work environment.

Consensual relationships, sexual, romantic or intimate relationships between people in a relationship of unequal power within the organization, which seem to be voluntary and consensual, however it may constitute sexual harassment under the definition described in this section.

CEO.

May 2013.