

SEXUAL HARASSMENT PREVENTION POLICY

At BESTSELLER, we value the well-being of our colleagues. It is important that all colleagues thrive in their daily work and that BESTSELLER is a great place for everybody, including employees, customers, suppliers and other partners. We treat each other with respect and do not tolerate any form of unwanted behaviour in the form of sexual harassment.

With this policy, we seek to prevent sexual harassment as well as describe how we deal with this kind of unwanted sexual attention should it happen. The prevention policy applies in all work situations as well as social, work-related events and behaviours on social media where a colleague is sexually harassed.

What is sexual harassment?

Offensive behaviour is when one or more people, grossly or repeatedly, expose other people to behaviour that is perceived as abusive or degrading by these people.

Sexual harassment is a certain form of abusive action that can be experienced by all genders. Whether or not a certain behaviour amounts to harassment depends on the specific person's experience of the situation.

Sexual harassment comes in many forms: deliberate touching or physical contact, vile comments or jokes, irrelevant inquiries about sexual topics or other unwanted allusions via e-mail, chat, text message, photo material, etc. What characterises them all is a sexual behaviour that can be perceived as unpleasant and unacceptable.

Our responsibility

We all have a shared responsibility to ensure that sexual harassment does not take place in our company. If you consider that you are being harassed, we recommend that you initially attempt to resolve the problem informally, explaining clearly to the person responsible that the behaviour in question is not welcomed.

In circumstances where this is too difficult for you to do on your own, you should seek support from your manager or the PEOPLE department.

If the conduct continues or if it is not appropriate to resolve the problem informally, it should be raised through the formal procedure set out below.

1. Personal contact to PEOPLE

You can contact the PEOPLE department directly and speak to a trusted advisor in confidence.

2. Report via the Whistleblower system

Alternatively, you can also report the incident via our Whistleblower system. We encourage you to provide your name in the report but you may also choose to be anonymous.

[You can find our Whistleblower-system here.](#)

We take enquiries about sexual harassment seriously and keep the information confidential. Each enquiry will be thoroughly investigated and followed up with the necessary precautions. We would like to underline that PEOPLE will take good care of all colleagues, both the accused and the person reporting the offensive behaviour.

Consequences of non-compliance

Breach of this policy can, depending on the nature of the violation, assessment of its severity and the circumstances concerning the situation, have consequences affecting employment, in terms of warning or dismissal.