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# Sexual Harassment

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Astrazeneca  
Global Standard



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## Key Principles

- We are all responsible for making sure our workplace is productive and safe, free from sexual harassment.
- Sexual harassment is discrimination. We do not tolerate or condone it under any circumstance.
- Anyone who experiences or witnesses sexual harassment has a duty to report it.
- We take reports of sexual harassment seriously and investigate them thoroughly and objectively.
- We take action against anyone who sexually harasses others, no matter the level or role of the offender.
- We do not tolerate retaliation against anyone who reports sexual harassment in good faith.

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# Why It Matters

We want AstraZeneca to be a great place to work where everyone feels respected, supported and safe. We protect our people and treat each other with dignity, supporting an inclusive workplace to free our diverse, uniquely talented employees to drive innovation and perform our best.

Sexual harassment demeans our people. It has no place in our company and we do not tolerate it under any circumstance.

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# What You Need To Know

**Sexual harassment** is conduct of a sexual nature which is unwanted and makes someone feel uncomfortable, creating a humiliating, degrading, or hostile working environment. Victims may be of any gender, gender identity or expression and offenders might be fellow employees, managers, senior leaders, customers, or vendors.

While specific legal rights and penalties related to sexual harassment vary from country to country, certain types of behaviour are never acceptable anywhere at AstraZeneca.

For example—

- Sexually suggestive or explicit pictures or pornography
- Offensive sexual language or sexually suggestive or explicit jokes, emails or messages
- Unwanted sexual advances or demands or sexual compliments
- Offering favourable treatment in exchange for accepting sexual advances or engaging in a sexual relationship
- Threatening or engaging in retaliation or other unfavourable treatment against someone who does not accept a sexual advance or agree to a sexual relationship
- Work-related gatherings at adult entertainment venues or venues that exclude members based on gender.

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# Our Responsibilities

- **We are all responsible for making sure our work environment is free from sexual harassment. Each of us should role-model respectful, courteous and inclusive behaviour.**
- **We do not subject anyone to verbal or physical behaviour of a sexual nature that makes others feel humiliated or degraded or creates a hostile work environment, and we do not overlook such behaviour by others.**
- **If you have been sexually harassed (in the office, the field or anywhere else we work), speak up and report it. If you have witnessed or are aware of sexual harassment, you have an equal duty to report it.**
  - Complaints should be raised with your line manager or your manager's manager. If you are uncomfortable with that for any reason, contact your Human Resources, Legal or Compliance representative. If you feel more comfortable contacting someone outside of the company, report through [AZethics.com](https://www.astrazeneca.com/azethics). Provide as much supporting information as you can (locations, dates, times, witnesses, emails and/or messages) so that AstraZeneca can thoroughly investigate your concern and take appropriate action.
  - All reports will be treated seriously and investigated thoroughly, helping secure a fair and safe workplace for all of us.
- AstraZeneca does not tolerate retaliation against anyone who raises a concern about sexual harassment in good faith.
- Confirmed offenders will face serious discipline, whether they are employees, management, customers or anyone else, up to and including termination.
- **AstraZeneca expects managers and supervisors to demonstrate positive commitment to workplace diversity and inclusion, foster an inclusive workplace culture, deal quickly and effectively with inappropriate behaviour, and actively join in diversity and inclusion training, encouraging team members to participate as well.**