



DIVERSITY, ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Our company is committed to respecting the constitutional rights of all employees regarding harassment and discrimination, without compromise. To achieve this, our company pledges to:

- Respect the individual rights and cultural differences of all our employees and refrain from making these issues a subject of discrimination.
- Ensure that no one is subjected to unfair treatment based on their gender, race, skin color, religion or belief, political opinion, sexual orientation, age, disability, or national, social, or ethnic origin.
- Ensure that those engaged in discriminatory and harassing activities are penalized in accordance with the legal regulations and our Disciplinary Regulations."

Director