



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Our Commitment

Imza MARINE S.A. is an equal opportunity employer and values diversity and encourages an inclusive work environment that enables all employees to fully participate and contribute effectively to meet our business objectives. A work environment that is free of discrimination and harassment can help the company gain a competitive advantage

Our Safeguards

Our company policy provides for a working environment free from discrimination or harassment based on race, color, religious creed, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), sexual orientation, gender identity, gender expression, national origin or ancestry, age, mental or physical disability (including medical condition), military or veteran status, political preference, marital status, citizenship, genetic information or other status protected by law or regulation.

Our commitment extends to all facets of employment, including recruiting, selection, training and promotion. We are committed to employing the most qualified employees based on objectively valid factors. All employees are to conduct themselves in accordance with the company's policy. Discrimination or harassment will not be tolerated at Imza MARINE S.A.

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. Imza MARINE S.A. will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.

The managers of Imza MARINE S.A. will be responsible for the dissemination of this policy and



they are responsible for implementing equal employment practices within each department. The Legal department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

Reporting Information

imza MARINE S.A. encourages you to raise any concerns you may have about discrimination or harassment to your manager (or if you are uncomfortable with doing so, the next level of management), our Legal Department, without fear of reprisal.

imza MARINE S.A. strictly prohibits retaliation (including harassment, intimidation, threats, coercion, or discrimination) for making an internal or external complaint about discrimination; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to laws requiring equal employment opportunity; or opposing any act or practice made unlawful by laws requiring equal employment opportunity.