

# ATLAS INEXCO

## Sexual, Racial and Religious Discrimination Statement

To all employees employed within Atlas Inexco.

This company is committed to creating and maintaining, a workplace free of sexual, racial or religious discrimination abuse, without jeopardizing valued employees' job security.

To address this problem, Atlas Inexco has developed a policy regarding discrimination in all its forms, which we believe best serves the interests of all employees. Our policy formally and clearly states that sexual, racial and religious discrimination abuse will not be tolerated. As a means of maintaining our policy, a zero tolerance approach will be implemented.

This policy was designed with two basic objectives in mind: (1) employees deserve a work environment, which is free from the effects of discrimination in all its forms and the problems associated with such, and (2) this company has a responsibility to maintain a workplace which respects all employees and prohibits discrimination in employment because of race, color, religion, sex, national origin, handicap, age, or sexual orientation and to promote the full realization of equal employment opportunity.

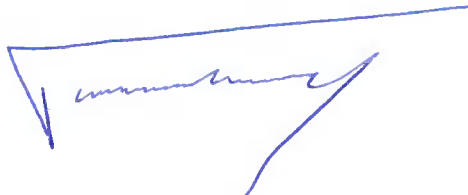
In order to provide a workplace, free of discrimination, Atlas Inexco will provide any assistance, where an employee feels he or she has a problem personally, or with regards to a fellow colleague, relating to discrimination issues. Employees are encouraged to reduce the risk of unpleasant situations, by timely administering the problem.

Advice and information will be given, where help can be found to address the problem and this will be treated with the utmost confidentiality.

Any employee, whose conduct violates Atlas Inexco's discrimination policy, will be disciplined up to and including termination. Reference is made to your contract of employment.

Atlas Inexco believes it is important, that we all work together to make this company a pleasant and discrimination free workplace and a safe, rewarding place to work.

Tom van der Kaay  
Director



Date created	:	01 <sup>st</sup> January 2004
Date revised	:	07 <sup>th</sup> January 2023
Valid until	:	31 <sup>st</sup> December 2023
Policy	:	Atlas Inexco 2017.003
Version	:	014