

DIVERSITY AND INCLUSION POLICY

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1.OVERVIEW, PURPOSE AND SCOPE

At Martur Fompak International, we believe that diversity and inclusion are fundamental to fostering an innovative, dynamic, and high-performing workplace that supports our values. We are committed to creating an environment where all employees, regardless of their background, feel valued, respected for their contributions, and empowered to perform their best work. Our goal is to cultivate an inclusive culture where differences are embraced, discrimination is actively opposed, and equal opportunities are provided to all, so that everyone can thrive and reach their full potential.

This policy outlines our approach to promoting diversity and inclusion (D&I) across all aspects of our business operations. We expect all our employees—including directors, Executive Committee members, and members of Board of Directors—as well as all Business Partners, such as customers, suppliers, contractors, and consultants, to comply with and act in line with this policy.

2.DEFINITIONS

Diversity: The presence of differences among individuals, including but not limited to gender, age, ethnicity, nationality, disability, sexual orientation, religion, and socio-economic background.

Inclusion: Creating a work environment where all individuals are welcomed, valued, and provided with equal opportunities to succeed.

Discrimination: Unfair or prejudicial treatment of individuals based on characteristics such as gender, age, ethnicity, nationality, disability, sexual orientation, religion, and socio-economic background.

Unconscious Bias: Implicit attitudes or stereotypes that influence decision-making without conscious awareness, potentially leading to unfair treatment of individuals or groups.

3.OUR COMMITMENTS

We are committed to ensuring fair treatment in all our processes, including recruitment, training, promotion, compensation, and career development. We promote equal opportunity, free from discrimination and bias. To support this, we implement training programs to raise awareness about diversity, inclusion, and unconscious bias. We actively eliminate discriminatory behavior at all levels and in every process. Additionally, we provide training to help employees recognize and overcome unconscious biases. We strive to use language that is neutral and inclusive in all our internal and external communications.

We encourage a culture where all employees feel valued, included, and heard, and where diverse perspectives contribute to decision-making. We recognize that fostering true inclusion requires not only attracting diverse talent but also supporting their integration.

We build partnerships with companies that actively support and implement diversity and inclusion practices, aligning with our values and expectations.

4.AUTHORITY AND RESPONSIBILITIES

All leaders are accountable for fostering a diverse and inclusive workplace by promoting a culture of respect, fairness, and collaboration. They are responsible for ensuring that employment-related decisions, including hiring, promotions, and talent development, are made free from discrimination and unconscious bias. By actively engaging in inclusive leadership, they create an environment where all employees feel valued, heard, and supported in their professional growth.

Our leaders are expected to lead by example, demonstrating inclusive and respectful behavior in all workplace interactions and decisions. They play a key role in mitigating bias, encouraging diverse perspectives, and fostering open dialogue where employees feel safe to express their ideas. Additionally, they are responsible for cultivating a work environment that aligns with our D&I principles, reinforcing company values, and ensuring that all individuals—employees, customers, suppliers, and contractors—are treated with fairness and dignity.

Furthermore, our leaders must address any behavior that conflicts with our policies or legal requirements related to diversity, equity, and inclusion. Through their leadership, they help build a workplace where differences are embraced, and every employee has the opportunity to thrive.

All employees are expected to uphold the principles of this policy by treating colleagues with respect and fostering an inclusive, supportive workplace. They should actively contribute to an environment free from discrimination and harassment while valuing the dignity and diversity of all individuals. Employees are also encouraged to enhance their awareness of unconscious bias and recognize how it may affect inclusivity and collaboration. By embracing these responsibilities, every employee plays a vital role in creating a workplace where everyone feels valued and empowered to contribute.

The **Human Resources Department** is responsible for embedding D&I principles into all people-related processes, ensuring fair and unbiased practices including recruitment, training, promotion, compensation, and career development. HR plays a key role in fostering an inclusive workplace by implementing policies and programs that promote equal opportunities and prevent discrimination, harassment, and bias. Additionally, the department provides training and resources to raise awareness about D&I and unconscious bias, supporting both employees and managers in creating a respectful and inclusive work environment. HR is also accountable for monitoring compliance with this policy, addressing concerns, and continuously improving initiatives that reinforce our commitment to a diverse and inclusive workplace.

The **Ethics Committee** is responsible for overseeing the adherence to D&I principles within the organization, investigating reports of discrimination, harassment, or any other violations related to D&I, ensuring these concerns are handled fairly and confidentially. The Ethics Committee is also tasked with recommending improvements to D&I policies and practices, ensuring that they are continuously updated to create a more inclusive environment.

Business Partners, including customers, suppliers, contractors, and consultants, are expected to align with and actively support these principles by promoting inclusive practices, ensuring fairness, and upholding a commitment to equality and respect in all their interactions and business operations.

We believe that embracing diversity and fostering inclusion are not just moral imperatives but also strategic advantages that drive innovation and long-term success.

5. VIOLATION AND CONSEQUENCES

We maintain a zero-tolerance approach to any form of harassment, discrimination, or exclusionary behavior.

Violating this policy may result in disciplinary action to ensure accountability and uphold a respectful, inclusive, and equitable workplace. Consequences will be determined based on the severity and frequency of the violation and may range from verbal or written warnings to mandatory training, demotion, or termination. In cases of serious misconduct, such as discrimination, harassment, or retaliation, immediate corrective action will be taken to protect affected individuals and maintain a safe working environment. All incidents will be investigated thoroughly, and retaliation against those who report violations will not be tolerated and will also lead to disciplinary action. The company is committed to enforcing its D&I principles and will take appropriate steps to ensure compliance at all levels of the organization.

Employees are encouraged to report any concerns regarding diversity and inclusion through established communication channels, with assurance of confidentiality and protection from retaliation as outlined in our **Whistle Blowing Policy**.

Martur Fompak International will regularly review and update this policy to ensure its effectiveness and relevance. This policy aligns with our broader commitment to our **Global Code of Conduct** and **Human Rights Policy**.