



Hanseatic Global
Terminals



**DIVERSITY AND
INCLUSIVENESS
POLICY**



I. Objective

Facilitate diversity in the company's work teams, encouraging a commitment to inclusiveness and equity in the workplace, with an underlying respect and value for individual differences in order to leverage the talent and strengths of each employee.

II. Scope

This policy applies to all employees, men and women, regardless of sex, gender, age, social condition, religion, sexual orientation, race, color, marital status, union involvement, political opinion, disability situation, nationality, ethnic group or any other condition that is arbitrary and/or protected by law, and at all levels of hierarchy within all business divisions of Hanseatic Global Terminals and its subsidiaries.

III. Policy

For Hanseatic Global Terminals, diversity and inclusiveness are part of our way of doing business, contributing to our workplace climate, corporate reputation and brand positioning.

We understand diversity as the value of having talented employees of different origins, cultures, perspectives, ideas, skills, capacities and all characteristics that make each of us unique. We are convinced that having diverse work teams makes us a more competitive, creative and innovative organization and enables us to understand and offer better solutions to our customers.

Inclusiveness embodies our commitment to openness and acceptance of individual differences, valuing all people for the contributions they make to achieve company goals. We encourage an inclusive and equitable working environment, which implies giving opportunities and space within the company to everyone, regardless of personal conditions, based exclusively on personal merit. This enables us to provide all employees the option to learn, grow and progress, maximizing their potential.

Our company promotes respect, dignity and trust in the treatment of all people, and therefore prohibits all forms of discrimination based on race, color, sex, gender, age, social condition, religion, sexual orientation, marital status, union involvement, political opinion, disability situation, nationality ethnic group or any other condition that is arbitrary and/or protected by law.



IV. Responsibilities

Each leader and employee of the company is responsible for and bound to contribute to promoting an inclusive and equitable environment on their teams, and to ensure their diversity, prohibiting any form of discrimination on the grounds of race, color, sex, gender, age, social condition, religion, sexual orientation, marital status, union involvement, political opinion, disability situation, nationality, ethnic group or any other condition is arbitrary and/or protected by law.

The company, through its human resources management teams, is responsible for providing the tools and facilitating the necessary conditions to achieve an inclusive and diverse culture, safeguarding equity within work teams.

V. Related Documents

- **Hanseatic Global Terminals Code of Ethics:** All employees of Hanseatic Global Terminals and its subsidiaries must comply with the Code of Ethics, in particular the section "Our people and the ecosystem with which we interact." Failure to comply with this policy can be reported by any employee via the Whistleblower Channels established by the company, and will be investigated and sanctioned by the Ethics Committee.
- **Internal Order Hygiene and Safety Rules:** Regulation of this policy will specifically involve the application of standards on harmonious employee interactions and the welfare of each member of the company team, and standards on obligations and prohibitions on employee order in the workplace. Failure to comply with this policy will result in sanctions, warnings and fines as established in the Internal Regulation.



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