



# **MARTKOM GLOBAL INDUSTRIES**

## **ANTI- HARASSMENT POLICY**

It is a value of the company the respect towards colleagues, subordinates and superiors. In no case the Management will tolerate a lack of respect or consideration, no matter its origin, neither any type of harassment or abuse.

In case that any worker is aware of any of the acts described above it must be informed with the utmost urgency in writing to Human Resources Direction.

Those facts will be evaluated by Direction and if appropriate, penalized as severe misconduct in accordance with what is established in the Wood Agreement.

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*The Management*