

Non-Discrimination and Harassment Statement

We declare

1) At the Port of Liverpool, our policies prohibit any form of discrimination, mistreatment, violence, segregation or harassment of our employees in all of our business units and work centers.

Our policies address, among others, the following aspects:

- Physical appearance
- Cultural
- Disability
- Language
- Sex
- Marital Status
- Religion
- Ethnic or national origin
- Sexual preferences
- Immigration status
- Age
- Social, economic, health or legal status
- Pregnancy

2) Violations of the Equality, Diversity and Non-Discrimination policy lead to disciplinary measures ranging from written feedback to termination of employment, in accordance with current legislation and with a priority focus on equality, diversity and non-discrimination (see Disciplinary Measures Policy).

3) We oppose all forms of violence that threaten the health, integrity and dignity of any individual. We explicitly prohibit all types of violence or sexual harassment, regardless of whether it is verbal, electronic, physical or other form, as defined in our "Guidelines: Sexual Harassment".

4) These sanctions are intended to mitigate and correct behaviors that are not aligned with the culture and values of our organization.

5) We emphasize the importance of promptly reporting any case of non-compliance or ethical violation through our hierarchical channels, such as managers and Human Resources offices. In addition, collaborators, suppliers or customers who are witnesses or victims of situations contrary to our values can use our Ethics Line through multiple official channels such as the website, email, WhatsApp or toll-free telephone line.

6) We promote these practices through training sessions for managers, executive and general staff of the different Port of Liverpool businesses, focused on the prevention of discrimination, violence and harassment in the work environment. These sessions are essential to our commitment to integrity and compliance, reaffirming our dedication to creating a respectful and inclusive work environment.