



RESPECT FOR INDIVIDUALS POLICY

As an international company that respects all cultures, Archimica is committed to creating and maintaining a positive and diverse workplace environment where employees feel valued, involved, supported and respected.

Archimica recognizes and appreciates that each of its employees is an individual with unique characteristics, perspectives, and life experiences. True open-mindedness and the absence of prejudices concerning other people's views or attitudes are a vital prerequisite for our success.

Archimica will fully comply with all applicable federal, state, and local laws and regulations which forbid discrimination in employment practices on the basis of race, color, sex, age, religion, national origin, handicapped or military/veteran status, or sexual orientation. In addition to its compliance with the law, Archimica will strive to create and maintain a stimulating and creative environment in which all employees will be free of harassment and can work to their full potential.

It is important that these principles be followed by all and each employee should serve as a role model for fellow employees and the professional community. Concerns or issues can be addressed by contacting the applicable supervisor and/or Archimica's legal department at: legal@archimica.com

On behalf of the Board of Directors

A handwritten signature in black ink, appearing to read 'James Harrison', is written above a horizontal line.

James Harrison
CEO