

## Corporate Equality Policy

At Trans-Oil Group of Companies, we are committed to fostering a workplace that values diversity, equity, and inclusion. We recognize that a diverse and inclusive environment not only strengthens our organization but also contributes to the well-being and success of our employees. This Equality Policy outlines our dedication to promoting equality across all aspects of our business operations.

- 1. Equal Opportunity:** We provide equal employment, development and promotion opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, age, national origin, disability, or any other characteristic protected by law.
- 2. Inclusive Workplace:** We strive to create an inclusive workplace where every employee feels valued, respected, and included. Discrimination, harassment, or bias of any kind will not be tolerated.
- 3. Diversity and Representation:** We are committed to promoting diversity and ensuring representation at all levels of the organization. We actively seek to include individuals from diverse backgrounds, experiences, and perspectives.
- 4. Fair Compensation:** We ensure that all employees are compensated fairly and equitably, irrespective of their background or identity. Compensation decisions are based on skills, experience, and job responsibilities.
- 5. Training and Development:** We invest in training and development programs that promote awareness, understanding, and sensitivity to issues related to diversity, equity, and inclusion. This includes ongoing education for employees and leadership.
- 6. Accommodations for Disabilities:** We are dedicated to providing reasonable accommodations for employees with disabilities to ensure equal access to employment opportunities, job performance, and career advancement.
- 7. Anti-Harassment and Anti-Discrimination:** We maintain a zero-tolerance policy for harassment and discrimination. Employees are encouraged to report any incidents, and appropriate action will be taken to address and rectify such situations promptly.
- 8. Employee Resource Groups:** We support the formation of employee resource groups that provide a platform for employees to connect, share experiences, and contribute to an inclusive workplace culture.
- 9. Supplier Diversity:** We actively seek to engage diverse suppliers, including those owned by minorities, women, veterans, and other underrepresented groups, to promote diversity in our supply chain.
- 10. Continuous Improvement:** We regularly assess and enhance our equality policies and practices to align with evolving best practices and the needs of our diverse workforce.
- 11. Transparent Reporting:** We believe in transparency and will regularly report on our progress toward diversity, equity, and inclusion goals in our corporate communications.

By adhering to this Equality Policy, we affirm our commitment to creating a workplace that celebrates diversity, promotes equity, and fosters an inclusive culture where every employee can thrive.

As Chief Executive Officer, I am committed to the successful implementation of this Policy, to continual improvement and transparent reporting on our human rights performance.

Approved:

**Vaja Jhashi**

Chief Executive Officer