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Mandatory Topic:

Harassment/Discrimination

At Marek, we rely on our employees to work as teams to build our jobs. Without teamwork, we would not be able to accomplish any of our goals. Our teams are generally composed of a very diverse group, including different trades, races, genders, religions, and more. We feel that the diversity throughout our organization is one of the many things that has made us great for so many years.

Therefore, all employees are expected to know and understand that we will not tolerate unlawful discrimination or harassment.

It is the policy of the Company to provide all employees and applicants with an environment free of sexual harassment or harassment based on race, color, religion, sex, sexual orientation, gender identity, age, national origin, citizenship status, disability, genetic information, veteran status, or any other status protected by federal, state, or local law. Sexual harassment or harassment based on any protected status is strictly prohibited.

Additionally, Marek offers equal employment opportunities to all persons based on qualifications and without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, citizenship status, disability, genetic information, veteran status, or any other protected status. To this end, we will not discriminate against any aspect of the employment relationship.

An employee should notify their supervisor, their supervisor's superior, Human Resources department or any other member of management with whom they feel comfortable regarding any alleged discrimination or harassment. All allegations will be appropriately investigated, and necessary actions will be taken. Furthermore, MAREK prohibits retaliation against an employee for bringing forward a concern or complaint of discrimination or harassment.

At Marek, we believe in doing the right thing, and watching out for each other helps ensure a healthy and safe work environment for all.

If you have any questions or concerns regarding this policy, please contact your manager or a member of the Human Resources team.