

Equal Opportunity Policy Statement

Pacific-Gulf Marine, Inc. (PGM) is committed to fostering a diverse and inclusive workplace where all individuals are treated with dignity and respect. We are an equal opportunity employer and make employment decisions based on merit, qualifications, and business needs.

We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other legally protected characteristic. This applies to all aspects of employment, including recruitment, hiring, promotion, compensation, benefits, training, and termination.

We are dedicated to promoting a culture of fairness and equity, and we strive to maintain a workplace free from harassment or discrimination of any kind. All employees are expected to support this commitment by conducting themselves in a manner that reflects our values and promotes mutual respect.

All employees, former employees, and applicants have the right to raise allegations of discrimination without fear of reprisal. Violations of this policy will not be tolerated and may result in disciplinary action, up to and including termination.

PGM will implement, monitor, enforce, and achieve full compliance with this Equal Opportunity Policy Statement in conjunction with the applicable federal and state laws, regulations, executive orders, and the EEO contract provisions, included but not limited to: FHWA 1273, Title VI and VII of the Civil Rights of 1964 as amended, American with Disabilities Act of 1990, 1973 Rehabilitation Act, Required Contract Provisions, and Presidential Executive Order 14173.