

AUTORIDAD DEL CANAL DE PANAMÁ
EXECUTIVE VICE PRESIDENCY FOR OPERATIONS

ADVISORY TO SHIPPING No. A-26-2014

December 29, 2014

TO : All Shipping Agents, Owners, and Operators

SUBJECT: Equal Opportunity Employer

As an equal opportunity employer, the Panama Canal Authority (ACP) is proud to have a labor force composed of individuals from all creeds, and races and strives to provide a safe environment to all our employees in the prevention of any type of discrimination, sexual harassment or factors that would create a hostile work environment.

The ACP strives for working relationships based on equality and good manners and will not tolerate any type of deliberate actions or behavior that would cause anyone to feel intimidated, insulted or humiliated based on their gender or race.

While physical and sexual aggressions are the most obvious conduct that affect the work environment, there are other behaviors that may have serious negative impact in personal relationships in the workplace, which could create a hostile work environment.

Please be advised that the Panama Canal Authority (ACP) will not tolerate this behavior and will deal swiftly with non-compliance. We expect equality and good manners from all our employees extended to our customers in order to provide a safe work environment.

ORIGINAL SIGNED

Esteban G. Sáenz
Executive Vice President for Operations