

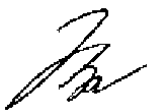
**For: Employees and applicants globally**

At Glory Global Solutions, we are committed to an inclusive and diverse workplace. We value every one of our people, because we understand that inclusive and diverse teams are critical to innovation and future growth. Glory, as a socially responsible organisation, have been proud members of the United Nations Global Compact since March 11, 2014 and part of an international initiative to encourage society to make sustainable developments including those relating to equal opportunity and the elimination of labour discrimination in all forms.

We pride ourselves on being an equal opportunity employer, which means we are committed to providing equal opportunity to all employees and applicants for employment. Specifically, it is Glory's policy to:

- Comply with all applicable laws and regulations governing employment with a focus on upholding equal opportunity for all.
- Constantly review employment practices and procedures to ensure fairness and to maintain them and our policies to take account of changes in the law and ethical practices.
- Provide equal opportunity to all employees and to all applicants for employment, ensuring that all employment practices are based only on valid job requirements and that they do not discriminate, either directly or indirectly, on the grounds of protected characteristics (such as race, ethnicity, colour, creed, religion, national origin, citizenship, sex, marital status, age, physical or mental disability, sexual orientation, gender identity or expression, genetic information, veteran or military status).
- Oppose and avoid all forms of unlawful discrimination. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, selection for employment, promotion, training or other developmental opportunities.
- Build a company culture which values every one of our people and celebrates them as individuals.
- Create a working environment free from bullying, harassment, victimisation and unlawful discrimination - promoting dignity and respect for all.
- Make reasonable accommodations to support employees or applicants with disabilities.
- Advise employees of their rights to refer violations of this policy to their management or human resources representative, without intimidation or retaliation of any form for exercising such rights.

As the Chief Executive Office of Glory Global Solutions, I am committed to the principles of Equal Employment Opportunity set forth in this policy. Demonstrated commitment to equal opportunity is an investment in our people, in our growth and makes our organisation stronger.



Akihiro Harada  
Chief Executive Officer  
Glory Global Solutions (International) Limited

