



Applicable to all Glory Global Solutions International Business

Corporate Social Responsibility Policy

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Corporate Social Responsibility Policy

1. Definition

Corporate Social Responsibility is a company's ongoing commitment to voluntarily behave ethically and participate in economic development while improving the quality of life of its staff as well as the local community and society at large.

2. Scope of the Corporate Social Responsibility Policy

In accordance with the [Glory Group's sustainability related policies](#), this Corporate Social Responsibility Policy (“**CSR Policy**”) applies to all executives and to employees of all levels (including in all capacities such as agency workers, contractors, consultants, seconded workers, volunteers, and interns) of Glory Global Solutions companies, which consists and its subsidiaries and affiliate companies whether directly “**GLORY GLOBAL SOLUTIONS**”. We also expect all business partners of the Glory Global Solutions, including suppliers and distributors, to understand and support the content of this CSR Policy, and we will continue to work to ensure that this CSR Policy is enacted and respected by those with whom we work.

3. Glory Global Solutions' Commitment

Glory Global Solutions is committed to the highest standards of ethics and compliance with the law and to being a fair employer wherever it operates. As a responsible organization, we maintain a disciplined approach to the governance of our company and operate to the highest professional standards in all aspects of our business. We aim to demonstrate our compliance through independent assessment by external companies.

Glory Global Solutions is committed to providing a safe and productive work environment in which all employees can grow and be challenged. Wherever we operate, our goal is to be an active part of the community and the local environment. An intrinsic part of our business philosophy across all our product and service lines is to be environmentally responsible and to continuously improve our results in all aspects of the environment wherever possible.

4. Purpose

The principles contained in this CSR Policy cover the main areas of the Glory Global Solutions' operations and have been developed in accordance with applicable corporate governance codes and international standards. Glory Global Solutions is engaged in continuous review and improvement to ensure our policy reflects all applicable regulations.

Glory Global Solutions uphold the principles set forth in these codes and standards. The purpose of this CSR Policy is to translate this support into a set of guidelines and standards that establish a common, unified approach across our international business and to provide practical guidance to our managers and employees.

5. POLICY

This CSR Policy serves as a guide for our officers and employees and is divided into three main parts:

5.1 Employee Initiatives

Glory Global Solutions is committed to maintaining its reputation as an equal opportunity employer and encourages varied and holistic approaches to work within its group companies. Our employees are actively encouraged to develop their skills and abilities through the evaluation of results and individual development programs including dedicated Learning and Development initiatives.

Glory Global Solutions fosters a culture of open communication throughout its companies that is supported by permanent Employee Forums and Works Councils, and we actively encourage the expression of employees' views and opinions, as a direct means of employee engagement in achieving change. Glory Global Solutions is keen to meet high standards for our employees, which is demonstrated through awards given to Glory Global Solutions companies such as Glory Global Solutions (International) Limited's in UK "Investors in People" Award.

The health and well-being of our employees is of paramount importance and Glory Global Solutions encourages the promotion of local initiatives, through training and campaigns or programmes, as well as by providing a working environment that protects the health and safety of our staff including a dedicated Wellbeing Programme.

Glory Global Solutions is committed to a supportive and inclusive culture, and we continue to celebrate our diverse cultures, people, and ideas. We believe that by embracing diversity and striving to create an inclusive workplace, we will bring greater wellbeing, satisfaction, engagement, and performance results Where appropriate

Glory Global Solutions promotes a healthy work-life balance and will agree to review requests for flexible individual work arrangements where appropriate. These requests require management approval and must be compatible with the company's operational workload.

Documents concerning Glory Global Solutions 's principles and policies in relation to all areas of work are available on the Intranet and relate to subjects such as anti-slavery and human trafficking, human rights, health and safety, equal opportunities, diversity and inclusion, training and development, overtime, discipline, whistleblowing and grievances.

5.2 Environment Initiatives

Glory Global Solutions has a solid foundation in sustainability management and is committed to a process of continuous improvement of results in this area.

We comply with and, where possible, go above and beyond the requirements of current environmental legislation and comply with all other requirements to which we are required to adhere. We meet our regulatory requirements to report on greenhouse ("GHG") emissions and monitor new European Directives for additional obligations. We are committed to a process of continuous improvement, which involves the evaluation and continuous reduction of the use of raw materials and our carbon footprint. Glory Global Solutions supports regional offices in local initiatives to offset CO2 use, including participation in local reforestation projects.

In terms of product design, Glory Global Solutions continues to use the services of a world-renowned environmental consultancy and, as a result, several of our products are being evaluated with the aim of reducing our overall CO2 emissions. This applies both in the manufacturing phase as well as during the 'in use' part of the life cycle – projects are designed to ensure that machines go to sleep when not in use in order to save energy.

Glory Global Solutions oversees and continuously implements initiatives to reduce water and electricity consumption, recycle office supplies (paper, plastic, printer cartridges, etc.), install motion-sensing switches, and centralize facilities such as photocopiers and printers. Our service operations use electronic management processes to ensure minimum travel distances for technicians, making more efficient use of fuel, reducing the group's CO2 emissions and our overall carbon footprint.

In terms of regulations relating to WEEE (waste electrical and electronic equipment), Glory Global Solutions actively helps its customers to comply with these rules for products considered to be at the end of their life. We also comply with the European directives on the restriction of the use of certain hazardous substances in electrical and electronic equipment, REACH and batteries and accumulators.

Glory Global Solutions continues to improve the results of its main manufacturing sites and service subsidiaries by ensuring that they comply with ISO 14001 standards. Initiatives are also being undertaken to reduce the amount of packaging used and to ensure that parts used in the manufacturing process are shipped more efficiently. As part of the supply chain processes employed by the group, our key tier one partners are also ISO14001 compliant, which covers environmental standards, and we are continuously improving to expand certification and local entity reporting to all sites.

Glory Global Solutions has adopted a green procurement by-law, with sustainable procurement standards for materials and parts used in our equipment. Materials and parts to be delivered must be purchased in accordance with these standards.

5.3 Social and Community

Glory Global Solutions is committed to playing an active role in social and community aspects and encourages its staff to get involved in community projects and play our part as a global citizen.

At the beginning of each fiscal year, management sets the direction for its social collaboration for the coming year. Regional offices are responsible for selecting a local charity that aligns with this focus in order to leverage its investment activities within the community.

There are three main elements to investing in the community:

5.3.1 Charitable Donations

Glory Global Solutions companies are expected to encourage employees to undertake individual or group fundraising activities using the framework of the business as a means to communicate and promote the activity and raise donations.

5.3.2 Volunteering

Glory Global Solutions encourages its staff to donate their time to local charities and will accept reasonable requests for time off from the office (without pay or on their own time) to devote themselves to community activities, particularly when there is a learning opportunity for the employee in addition to a benefit to the charity. Where permissible under local custom or regulation, some paid volunteer work is undertaken.

5.3.3 Tax-deductible Charitable Giving Schemes

In some countries, Glory Global Solutions companies run payroll giving or “give as you earn” programs. They represent an extremely easy and cost-effective way for employees to participate in charitable work without the administrative and financial implications usually involved. Glory Global Solutions encourages these types of initiatives among its staff as a way to participate in community projects.

6. Key Performance Indicators

Glory Global Solutions is committed to setting Key Performance Indicators (KPIs) that support the principles in this CSR Policy, for example, metrics relating to Employees, Human Rights, Environment, Social and Governance matters.



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7. Stakeholder Engagement

Glory Global Solutions will strive to enhance the activities set forth in this CSR Policy through consultation and communication with related stakeholders.

8. Information disclosure

Glory Global Solutions discloses its efforts and the progress toward this initiative through our website and shareholder reports, making our commitment and achievements publicly available to all.

9. Education

Glory Global Solutions provides education and training to all officers and employees on the topics covered under this CSR Policy.

10. Governance

In order to implement this CSR Policy, the Board of Directors of Glory Global Solutions approve this CSR Policy and the General Affairs Department of Glory Global Solutions (International) Limited through the International Audit & Risk Committee will monitor the initiatives to guarantee its implementation and execution.

11. Policy Review

This CSR Policy shall be reviewed as and when required to factor in any changes in legal frameworks, organizational development, and economic trends.

This Policy has been approved by The Board of Directors of Glory Global Solution International Limited.

Martin Rose

Martin Rose

Group General Counsel and Company Secretary

April 2025