

GLS Solutions Pte. Ltd. Labour Rights Policy

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Global Legal Solutions™



GLS Solutions Pte. Ltd. – Labour Rights Policy

1. POLICY PURPOSE

- 1.1. The purpose of this policy is to:
 - 1.1.1. clearly set out GLS Solutions Pte. Ltd.'s ("**GLS Solutions**") commitment towards the respect and promotion of labour rights; and
 - 1.1.2. establish the standards and guidelines that must be followed by GLS Solutions, its directors, partners, employees and independent consultants, with respect to labour practices in all areas and communities where GLS Solutions operates.
- 1.2. This policy applies to GLS Solutions, its directors, partners, employees and independent consultants.
- 1.3. This policy will be reviewed and updated bi-annually, or from time to time as deemed appropriate.
- 1.4. If you have any questions on this policy, please contact Matthew Glynn, Managing Director, at matt.glynn@gls.global.

2. RESPECT OF LABOUR RIGHTS

- 2.1. GLS Solutions is committed to the protection and advancement of fair labour practices, and to the meeting and ultimately, the exceeding of the minimum labour standards outlined in this policy.
- 2.2. In this regard, GLS Solutions is committed to:
 - 2.2.1. respecting the fundamental rights of all of its employees; and
 - 2.2.2. providing a work environment that promotes utmost respect for the dignity of all people.

3. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

- 3.1. GLS Solutions is committed to demonstrating at all times its intolerance of discriminatory behaviour on the basis of of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.
- 3.2. GLS Solutions makes every effort to ensure equal treatment for employees as regards to recruitment, hiring, training, professional development, compensation and merit-based promotion.

4. WORKPLACE HARASSMENT, VIOLENCE, INTIMIDATION & FORCED LABOUR

- 4.1. GLS Solutions is committed to demonstrating at all times its intolerance of harassment, intimidation or violence by or towards its employees.
- 4.2. GLS Solutions supports dignified employment. In doing so, GLS Solutions is committed to scrupulously upholding and defending the right of people not to be victims of forced labour and rejecting any form of labour exploitation, in particular child labour.

5. SAFE & HEALTHY WORKPLACE

- 5.1. The safety and health of GLS Solutions' employees is of paramount importance.