

GCL SI

Equality and Diversity Policies

1. Introduction

GCL SI strongly believes in having a diverse, inclusive and equitable workplace: where all staff, regardless of their gender, race, ethnicity/national origin, age, sexual orientation or identity, education, disability or political and religious belief feel valued and respected. We respect and value diverse life experiences and heritages and are committed to promoting and providing equal opportunity in employment and avoiding discrimination at recruitment and during employment.

In accordance with the Civil Code of the People's Republic of China, the Labour Law of the People's Republic of China and other relevant laws and regulations, GCL SI respects and protects legitimate rights and interests of employees, and actively builds a fair, diverse and inclusive working environment. A diverse talent team is the driving force for innovation and plays a vital role in the company's long-term sustainable development. GCL SI always upholds the employment principles of "fairness, justness, and openness" and safeguards the legitimate personal rights and interests of employees.

The company formulates and implements relevant human resource regulations such as Recruitment Management Standards, Human Resource Planning, Labour Employment Management Standards, and Labour Contract Management Standards.

2. Purpose:

The aim of the policy is to communicate the commitment of the organization to promoting equality of opportunity and diversity in GCLSI amongst its employees and with other stakeholders.

3. Scope:

This Policy applies to all aspects and activities related to GCLSI and its employees and potential employees, including:

- Recruitment and employment
- Promotion or demotion
- Transfer
- Training
- Working conditions

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- Wages and salary administration (including benefits)
 - Layoff and termination

This Policy also applies to the selection and treatment of independent contractors, personnel working on the Company's premises who are employed by temporary agencies, and any other persons or firms doing business for or with the Company.

4. Principles and mandates:

- Employing best practices with regards to equality, diversity and inclusion initiatives;
- Strictly prohibit child labour and all other forms of forced labour;
- Respect and promote employees' right to freely choose their careers;
- Promote a working environment where all employees are treated fairly, with respect and dignity;
- Prevent discrimination and harassment. All employees are entitled to a workplace free from harassment and discrimination, whether it is sex or gender related and explicit or implicit;
- Challenge discriminatory behaviours or attitudes wherever they occur and respond promptly and fairly to any incidences of discrimination;
- Promote and foster good relations across the workforce. This means being aware of the impact of our behaviour.

5. Procedures and Responsibility:

The human resources department is responsible for developing measurable objectives to implement this Policy and to measure its effectiveness. The human resources department will discuss and agree annually on strategies to enhance diversity among employees of the Company, including senior management, recognizing that the recruitment and promotion of employees, including senior managers, will depend on the pool of available and qualified candidates and the skill-set of the available candidates. When in doubt, please seek advice from human resource department. GCLSI provides trainings for all employees on discrimination and harassment in the workplace on how to behave appropriately in the workplace and to identify and defend oneself from a conduct of discriminatory or harassing nature. Recruitment training sessions are mandatory for all employees. Employees are also encouraged to participate in other sessions.

The Executive President is responsible for, among other things, providing the executive leadership necessary to ensure the long-term success of the Company and, together with the human resources department, to manage the recruitment, promotion, and succession of senior management. In carrying out these functions, the Executive President will consider the diversity of the senior management team and the positive impact that further diversity might have.

6. Reporting a Case

In the case of any violation of this policy or retaliation, please report to the labour union of GCL SI or to: <http://www.gcl-power.com/en/contact/lzxx.html>. Any associate, employee of GCL SI, supplier and other external stakeholder is encouraged to report their concern and any potential violation. GCL SI assures the anonymity and confidentiality of the reporting party.

Every associate should be free to ask questions, raise concerns and make complaints about treatment they believe is improper, unfair, unethical, harassing or discriminatory. GCL SI tolerates no form of retaliation against an associate for expressing a concern or making a complaint against violation of this policy, whether it is unlawful threat, intimidation, physical or legal attacks.

Zhu Yufeng
Chairman of GCL System Integration Technology Co., Ltd

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