



## Diversity & Inclusion Policy

It is the policy of GQS (Global Quality Services) and its business units (GQS, Global Resources, and Cunningham Construction) recognise our workforce is diverse and a key competitive advantage. We understand our success reflects the quality and skill of our people. GQS is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

GQS recognizes that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels in the company. GQS believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences.

GQS is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience and education. We believe this wide array of perspectives results in innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

As a global business, GQS recruits people from all around the globe. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets.

GQS rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

GQS recognises that certain demographic groups have been historically disadvantaged. We understand that racism, sexism, homophobia and other forms of discrimination are problems for both our organisation and society as a whole. GQS is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting structures for any type of discrimination or harassment with follow-up procedures to prevent future incidents.

This policy will be reviewed annually for suitability and updated as necessary

A handwritten signature in black ink, appearing to read 'David Cross', is written over a light grey rectangular background.

David Cross  
Operations Director, Asia Pacific  
GQS