

UN Global Compact Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation

Gulf Catering Company respects and protects the right of employees to freely associate and form collective bargaining groups as allowed by local labor laws in the countries in which we operate. We do not discriminate against employees involved in activities of association or collective bargaining. While the majority of our work is performed in the

Middle East, where labor organizations are not common, we do impose International Labor Organization guidelines within our organization. Such guideline compliance is mandatory through our contracts with governments, international agencies, NGOs and global corporations.

Our Global Employment Policy commits us to not tolerate any inhumane treatment of people working for us, including any form of forced labor, physical punishment or other abuse.

Work contracts clearly define employee entitlements, including salary and its payment date, vacation, indemnity and medical entitlements. Our **Employee Handbook** was distributed and signed for by all employees.

Gulf Catering Company promotes workplace equality and seeks to eliminate all forms of unfair discrimination. Equitable processes for recruitment, promotion and remuneration are in place, which ensure employment and promotion on the basis of job requirements and merit, and which support the establishment of a diverse workforce and ensure that all employees and employment applicants are treated equally irrespective of race, color, sex, sexual orientation, religion or belief, family circumstances, political opinion, age, nationality or disability.

Employee training is ongoing: allowing us to identify abilities and to promote from within the organization. It is not uncommon to find that employees who began with the company have risen to supervisory or management roles.

Our 2012 Corporate Training Program

Training courses included:

- Corporate Vision, Mission and Values
- Code of Ethics Introduction
- Employment Practices
- Health, Safety and Environment and Employee Security
- Employee Confidentiality
- Compensation and Benefits
- Career Growth and Development

In 2011, Gulf Catering Company became certified by Highfield of the UK to conduct, test and certify HACCP training. This allows a greater reach in training employees in Iraq and Africa - areas where training personnel are scarce. By adding HACCP training and certification, we provide important job skills and opportunities to employees in remote areas.

In 2012, we were awarded contracts to supply food rations to the United Nations. Our commitment is to HACCP train all of our employees. Our Cyprus team has completed HACCP Level I and is looking forward to Level 2 in June 2013. As we begin work in Sudan/Darfur, our labor force which includes 60% local employees will undergo training.

Gulf Catering Company includes information on employee rights to associate and bargain in our employee orientation program and on-going training program. Employees elect their own representative to management on location and they receive direct QA/ QC corporate access.

Gulf Catering Company carefully screens all employees prior to employment. We do not employ personnel under the age of 18, nor do we accept suppliers who employ children.

In countries where the minimum employment age is higher, we adhere to local laws. By implementing ISO 9001 standards, all vendors are vetted prior to engaging in supply contracts.