

Glocom CSER Policy

Glocom Engineering is committed to its economic, social and ecological responsibilities and respects internationally recognized human rights as well as labor, social and environmental regulations and standards.

We aim to develop long-lasting, trusting and mutually beneficial relationships with suppliers who share our values and demonstrate the same commitment to operating responsibly and ethically across all facets of business.

1. ENGAGE IN LAWFUL AND ETHICAL BUSINESS PRACTICES

Glocom upholds the highest standards of ethics by maintaining business integrity and ensuring compliance with all applicable laws and regulations. We prohibit gaining improper advantage, illegally withholding information, and ensure fairness in all business practices. We protect intellectual property and the identity of whistleblower, and enforce a zero-tolerance policy against corruption, bribery, illegal political contributions and ties to organized crimes. Through active engagement with communities, Glocom aims to foster trust with our customers and business partners.

2. PROMOTE A RESPECTFUL, FAIR AND DIVERSE WORKPLACE

Glocom is committed to being a responsible employer by adhering to local labor standards and laws, respecting the fundamental human rights of workers, and promoting equality and diversity. We prohibit all forms of discrimination, forced labour, child labour, and unethical employment practices. Glocom maintains open communication channels between employees and management, invests in employee training and professional development, and provides comprehensive benefits while promoting work-life balance to support a positive and progressive work environment.

3. PROVIDE A SAFE, HEALTHY WORKPLACE

Glocom will meet and strive to exceed requirements of applicable health and safety laws and regulations to deliver a clean, healthy and injury-free workplace for employee, contractor and business partner.

4. PROTECT THE ENVIRONMENT AND COMMUNITY

Glocom will comply with all requirements of the applicable environmental laws and regulations, to address to prevent pollution, and to mitigate climate change, and to establish a sound material-cycle society through using sustainable resources.

5. ENSURE SOCIAL RESPONSIBILITY WITHIN OUR SUPPLY CHAIN

Glocom is committed to the responsible sourcing of minerals to be done in an ethical and sustainable manner that safeguards the human rights of everyone in our global supply chain.