

GPS Ethic Business Guidelines in accordance with SA8000 Elements

The whole GPS organization takes responsibility that all our activities will be based in accordance with SA8000 Elements.

A summary of the Standard elements follows:

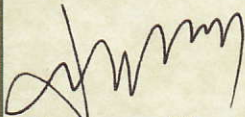
1. **Child Labor:** No workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention 138 developing-country exception; remediation of any child found to be working
2. **Forced Labor:** No forced labor, including prison or debt bondage labor; no lodging of deposits or identity papers by employers or outside recruiters
3. **Health and Safety:** Provide a safe and healthy work environment; take steps to prevent injuries; regular health and safety worker training; system to detect threats to health and safety; access to bathrooms and potable water
4. **Freedom of Association and Right to Collective Bargaining:** Respect the right to form and join trade unions and bargain collectively; where law prohibits these freedoms, facilitate parallel means of association and bargaining
5. **Discrimination:** No discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment
6. **Discipline:** No corporal punishment, mental or physical coercion or verbal abuse
7. **Working Hours:** Comply with the applicable law but, in any event, no more than 48 hours per week with at least one day off for every seven day period; voluntary overtime paid at a premium rate and not to exceed 12 hours per week on a regular basis; overtime may be mandatory if part of a collective bargaining agreement
8. **Compensation:** Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families; no disciplinary deductions
9. **Management Systems:** Facilities seeking to gain and maintain certification must go beyond simple compliance to integrate the standard into their management systems and practices.

In addition the management of the GPS organization is supporting the United Nations Convention against Corruption for details please refer to:

http://www.unodc.org/unodc/en/crime_convention_corruption.html

The management of GPS will advise their staff to work in the spirit of this agreed Business Ethics.

Approved and supported by the management:



Singapore/Hann.Münden, November 23, 2007

Note: The SA8000 Standard is an auditable certification standard based on international workplace norms of International Labour Organisation (ILO) conventions, the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. For further details please refer to: www.sa8000.org

