

Global Village Consulting Inc. – Corporate Standards and Commitments

Forced or Involuntary Labour

Global Village Consulting Inc. (GVC) will not use forced or involuntary labour of any kind. This includes forced, bonded, and indentured or involuntary labor. All employment is voluntary and workers shall be free to leave upon reasonable notice.

Child Labour

GVC will not use child labor. The term ‘child’ refers to any person under the age of 15 or under the age of completing compulsory education, whichever is greatest. GVC supports the use of legitimate apprenticeship and internship programs, which comply with all laws and regulations.

Working Hours

GVC will not exceed the maximum workweek hours set by local law. Workers will be allowed at least one day off per seven-day week and will not be expected to work more than 60 hours, including overtime, except in emergency situations with their consent.

Wages and Benefits

GVC will comply with all applicable wage laws when paying compensation to workers. This includes those laws relating to minimum wages, overtime hours, piece rates, nonexempt or exemption classification and other elements of compensation, and providing legally mandated benefits. GVC will not permit deductions from wages as a means of disciplinary action.

Humane Treatment

GVC will respect every employee’s right to be treated with respect and dignity and will not use nor tolerate the use of corporal punishment, sexual harassment, sexual abuse, mental or physical coercion or verbal abuse as well as any threat of any such treatment.

Non-Discrimination

When hiring and participating in employment practices such as promotions, rewards, compensation and training, GVC will not engage in any form of discrimination. This includes discrimination based on race, colour, age, gender, gender identity or expression, sexual orientation, social or ethnic origin, disability, pregnancy, religion, political affiliation, national orientation, veteran status, union membership or marital status. Employees will not be subjected to medical tests that have the potential to be used in a discriminatory way.

Freedom of Association

GVC will respect the right of every employee to associate freely, join or not join labor unions, seek representation, join workers’ councils in accordance with local laws. GVC will not use reprisal, intimidation or harassment as a threat to workers who communicate openly with management regarding working conditions. GVC will work to establish favorable employment conditions, promote positive relationships between employees and managers, to facilitate employee communications, and to support employee development.

Health and Safety

GVC will provide its employees a healthy and safe working environment. Working environments will be controlled with preventative maintenance and safe work procedures as well as employee training and awareness. GVC will ensure safe standards of health and safety in any housing or transportation provided to employees. GVC will not discipline employees for raising concerns they have regarding the safety and healthfulness of their work environment.

Emergency Preparedness

GVC will identify and assess potential emergency situations and events and will implement emergency plans and response procedures. Employees will be made aware of such plans and procedures and GVC will provide the proper training is conducted to assure emergency readiness.

Environmental Protection

GVC will comply with all applicable environmental laws and regulations and as well as ensure that all employees comply with GVC's environmental policy. GVC will participate in pollution prevention and resource reduction practices including material substitution, conservation, recycling and re-using materials, modifying productions, managing hazardous substances, controlling air emissions and wastewater and solid waste disposal.

Laws, Regulations and other Legal Requirements

GVC will comply with all applicable laws, regulations, and any other legal requirements in all areas and locations that it conducts business

Ethical Dealings

All employees of GVC are expected to conduct business and interact with other persons in accordance with the highest ethical standards. GVC complies with all laws and regulations regarding bribery, corruption, and prohibited business practices. GVC also refers to Business Conduct Guidelines that all employees are required to follow.

Communication

GVC supports open communication between employees and management for suggestions and complaints including any complaints regarding harassment of any kind.

Privacy

GVC protects the privacy and confidentiality of its employee information. GVC recognizes that certain personal information of employees such as racial or ethnic origin, political opinions or philosophical beliefs, trade union membership, and health and sex life, may be considered "sensitive" and is committed to, whenever possible, processing this information in aggregate or anonymous form to protect the identity of a particular individual. Where this is not possible, the information will be processed in accordance with applicable local law (including any safeguards provided within such laws); with employee consent where required; or where necessary for the establishment, exercise or defense of legal claims.

Leon Salvail
CEO

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