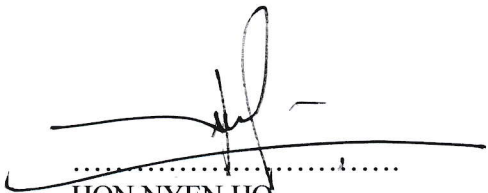




EQUAL OPPORTUNITY POLICY

1. We are committed to the equal opportunity policy for all hiring processes to avoid acts that undermine the law or the undesirable discrimination.
2. We reckon we are the same employees regardless of the marital status, age, race, ethnicity and political beliefs.
3. We are committed to providing equal opportunities for anyone with the skills, experience and attitudes that are appropriate to meet the needs of various positions in our field.
4. Caliber employees will be given equal opportunities to participate in development programs to expand their skills and competencies to a more responsible position.
5. We have procedures to address all complaints and complaints equally to all employees.
6. We are committed to ensuring that the working environment is free of discrimination or any discrimination and discrimination in any complaints or problems arising will be conducted in accordance with the guidelines laid down.
7. We will implement purchase practices and ensure that suppliers selling input products and supplying our services are covered in this equal opportunity policy.


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HON NYEN HO
EXECUTIVE DIRECTOR
DATE : _____