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The policy of Native Hawaiian Community Development, Inc. ("Company") and all of its subsidiaries, including GSI Pacific Inc., GSI Americas Inc., and GSI North America Inc., is to promote equal employment opportunity through a positive and continuous program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, sex, national origin, age, disability, genetic information, ancestry, marital status, arrest and court record, sexual orientation, status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces Service Medal Veteran designated under the Vietnam Era Veterans' Readjustment Assistance Act, as amended (VEVRAA), or any other characteristic protected under federal or state law. This reaffirms our commitment to this policy.

To implement this policy, the Company has, and will continue, to:

1. Recruit, hire, train and promote persons in all job classifications without regard to race, color, religion, sex, national origin, age, disability, genetic information, ancestry, marital status, arrest and court record, sexual orientation, status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces Service Medal Veteran designated under VEVRAA, or any other characteristic protected under federal or state law.
2. Base decisions on employment so as to further the principle of equal employment opportunity.
3. Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid work-related requirements for promotional opportunities.
4. Ensure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, return from layoff, Company sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to race, color, religion, sex, national origin, age, disability, genetic information, ancestry, marital status, arrest and court record, sexual orientation, status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces Service Medal Veteran designated under VEVRAA, or any other characteristic protected under federal or state law.

Equal Employment Opportunity is a fundamental principle of the Company's operation and every employee is expected to support this principle.