

STATEMENT AGAINST ALL FORMS OF HARASSMENT

DALGlobal Services believes that a work environment free of discrimination, intimidation and harassment is essential for a productive and efficient work force. DGS prohibits discrimination based on race, color, sex, pregnancy, religion, national origin, age, citizenship status, marital status, sexual orientation, parental status or disability and any forms of intimidation either physical or verbal.

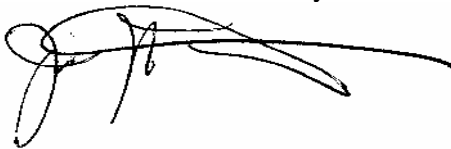
Sexual Harassment includes: (1) unwelcome sexual advances and other verbal or physical conduct where submission to the advances or conduct is made a term or condition of employment or is used as the basis of employment decisions; and (2) unwelcome verbal or physical conduct of a sexual nature that interferes with an employee's work or creates a hostile, intimidating or offensive work environment.

Other prohibited harassment includes verbal or physical conduct that denigrates or shows hostility or dislike toward an individual because of his or her race, religion, color, national origin, age, disability, citizenship, sexual orientation and (1) creates a hostile, intimidating or offensive work environment; (2) unreasonably interferes with an individual's work performance.

COMPLAINT PROCESS

- A complaint may be made verbally or in writing to the employee's supervisor, department head, any other level of management or the employee may call the Director Corporate Human Resources, 404-715-8867. The employee should select the reporting option with which he or she is most comfortable. A person receiving a verbal or written harassment complaint must immediately report the complaint to the Director Corporate Human Resources. The complaint will be promptly investigated. Failure to report the harassment prevents DGS from taking necessary steps to remedy the situation.
- Confidentiality will be maintained throughout the investigation to the extent practical.
- There shall be no retaliation by DGS, its managers, supervisors or other employees toward any employee bringing a complaint or cooperating with the investigation of a harassment complaint.
- Once the investigation is concluded, DGS will take prompt appropriate action.
- The results of the investigation will be communicated to the employee(s) who made the complaint.

All officers, managers, and supervisors are assigned the responsibility for implementing and ensuring compliance with and knowledge of the Company's policies and procedures regarding harassment and for taking immediate and appropriate action to stop any observed harassment. Any employee who observes a violation of the Company's policies and procedures regarding harassment has a duty to report the matter to his/her manager or the Director Corporate Human Resources. Failure to do so may result in disciplinary action up to and including discharge.



Jim McCarthy