



GLO-TECH MANPOWER

Empowering Global Workforce



GIẤY PHÉP

HOẠT ĐỘNG DỊCH VỤ ĐƯA NGƯỜI LAO ĐỘNG ĐI LÀM VIỆC Ở NƯỚC NGOÀI

BỘ TRƯỞNG BỘ LAO ĐỘNG - THƯƠNG BINH VÀ XÃ HỘI

- Căn cứ Luật Người lao động Việt Nam đi làm việc ở nước ngoài theo hợp đồng ngày 29 tháng 11 năm 2006;
- Căn cứ Nghị định số 126/2007/NĐ-CP ngày 01 tháng 8 năm 2007 của Chính phủ quy định chi tiết và hướng dẫn một số điều của Luật Người lao động Việt Nam đi làm việc ở nước ngoài theo hợp đồng;
- Căn cứ Thông tư số 21/2007/TT-BLĐTBXH ngày 08 tháng 10 năm 2007 của Bộ Lao động - Thương binh và Xã hội hướng dẫn chi tiết một số điều của Luật Người lao động Việt Nam đi làm việc ở nước ngoài theo hợp đồng và Nghị định số 126/2007/NĐ-CP ngày 01 tháng 8 năm 2007 của Chính phủ quy định chi tiết và hướng dẫn một số điều của Luật Người lao động Việt Nam đi làm việc ở nước ngoài theo hợp đồng;
- Xét đề nghị của Giám đốc Công ty Cổ phần Bách nghệ Toàn cầu và Cục trưởng Cục Quản lý lao động ngoài nước

QUYẾT ĐỊNH:

- Điều 1.** Cho phép Công ty Cổ phần Bách nghệ Toàn Cầu
Tên giao dịch: GLOBAL POLYTECHNIC CORPORATION (GLO-TECH., CORP)
Số Giấy chứng nhận đăng ký kinh doanh: 0500530220
Ngày cấp: 17/12/2013 Nơi cấp: Sở Kế hoạch và Đầu tư thành phố Hà Nội
Địa chỉ trụ sở chính của doanh nghiệp: Thôn Hạ Hội, Xã Tân Lập, Huyện Đan Phượng, Thành phố Hà Nội, Việt Nam.
Điện thoại: (04) 37676352; Fax: (04) 37676353; Email: vp@glotech.com.vn
được hoạt động dịch vụ đưa người lao động đi làm việc ở nước ngoài.
- Điều 2.** Công ty Cổ phần Bách nghệ Toàn Cầu có trách nhiệm thực hiện đầy đủ các quy định hiện hành của pháp luật về việc đưa người lao động đi làm việc ở nước ngoài.
- Điều 3.** Giấy phép này có hiệu lực kể từ ngày ký./.

**KT. BỘ TRƯỞNG
THỦ TRƯỞNG**

ABOUT GLO-TECH

INTRODUCTION

Founded in 2006, Glo-Tech is one of Vietnam's leading companies in recruitment, training, and international manpower supply. With nearly two decades of experience, we have become a trusted partner for global employers seeking skilled, disciplined, and responsible Vietnamese workers.

We provide skilled and semi-skilled labor equipped with market-aligned training, high job readiness, fast deployment, strict legal compliance, and a fully transparent recruitment process.

Glo-Tech has established long-term partnerships with employers in Poland, Germany, Japan, Korea, Taiwan, and the Middle East, delivering a workforce recognized for discipline, adaptability, and strong performance.



KEY FACTS

- 18 years of operating experience
- Thousands of workers deployed
- Partnerships in 20+ countries
- Professional recruitment & training system
- Strong training ecosystem with HTT College (Glo-Tech owns 30%)

MISSION

To connect Vietnamese workers with global opportunities while delivering quality, reliability, and efficiency to international employers.



OUR CAPACITY

At Glo-Tech, we operate with a professional team and an integrated recruitment-training system designed to meet international workforce demands with transparency and reliability. Each year, Glo-Tech supplies a diverse labor force, ranging from professional personnel and technical workers to service staff, production workers, and caregivers for key markets across Europe and Asia.

Our training ecosystem includes modern facilities at our Hanoi headquarters and the HTT College training center, both equipped to support large-scale vocational and language training.

Glo-Tech and HTT train thousands of trainees every year, focusing on market-oriented skills, workplace discipline, and safety standards. Our rigorous selection and training systems consistently ensure high contract completion rates and strong employer satisfaction.



RECRUITMENT PROCESS

**01**

ANALYZING PARTNER NEEDS AND REQUIREMENTS

Understanding job descriptions, skill levels, quantity, timelines, and employer expectations.

02

ESTABLISHING RECRUITMENT STANDARDS

Defining clear criteria on skills, experience, education, health, and mandatory qualifications.

03

PROMOTING AND ATTRACTING CANDIDATES

Advertising job openings through nationwide recruitment channels to ensure strong outreach.

04

SCREENING AND SELECTING PROFILES

Reviewing applications and short-listing candidates who meet all job requirements.

05

CONDUCTING INTERVIEWS AND SKILL ASSESSMENTS

Conducting interviews and practical tests to evaluate technical abilities and soft skills.



RECRUITMENT PROCESS

06

LEGAL PROCEDURES AND EMPLOYMENT CONTRACTS

Preparing required documents and ensuring compliance with Vietnamese labor regulations and host-country requirements.

07

PRE-DEPARTURE TRAINING AND PREPARATION

Providing pre-departure training on skills, safety, discipline, basic language communication, and cultural adaptation.

08

VISA, TRAVEL, ARRIVAL & SUPERVISION SUPPORT

Assisting workers with visa procedures, travel arrangements, post-arrival support, and ongoing supervision throughout their employment.



OUR MARKETS

Glo-Tech continues to strengthen long-term partnerships in established markets such as Japan, Korea, Taiwan, Germany, and Poland, while expanding into high-potential EU destinations with strong and stable demand across multiple sectors.

We prioritize sustainable, long-term partnerships with proven deployment outcomes and strong employer satisfaction.



JOB CATEGORIES

PROFESSIONAL STAFF

- Production Supervisor
- Quality Control Staff
- Electrical Technician / Mechanical Technician
- Engineering Assistant (Civil / Mechanical / Electrical)
- Food Technology Staff
- Logistics Coordinator



SEMI-SKILLED WORKERS

- General Factory Worker
- Assembly Line Worker
- Logistics Support Staff
- Agriculture Worker
- Industrial Cleaner



SKILLED WORKERS

- Food Processing Worker
- Meat / Poultry / Seafood Processing
- Packaging & Sorting Operator
- Warehouse Worker
- Forklift Driver
- Machine Operator
- Cold Storage Operator
- Basic Welder
- Construction Worker

ENTRY-LEVEL WORKERS

- General Laborer
- Warehouse Assistant
- Packing Assistant
- Helper for Industrial Operations
- Farm Helper



TRAINING AND SKILL TEST

Glo-Tech provides industry-aligned training programs delivered at our training centers and the Hanoi College of Technology and Commerce (HTT). With expert instructors and a hands-on training approach, trainees practice directly on market-relevant tasks across sectors including electrical work, welding, mechanics, construction, food processing, and logistics. We also provide supplementary modules in hospitality and caregiving eldercare.

Beyond technical skills, trainees are trained in workplace discipline, safety procedures, productivity standards, basic language communication skills, and cultural behaviors tailored to each destination country.

Before deployment, all trainees a comprehensive skill test to confirm their technical competence, workplace discipline, and overall readiness for international employment.



GLO-TECH'S KEY ACHIEVEMENTS (2022-2025)

Between 2022 and 2025, Glo-Tech deployed over 3,000 Vietnamese workers to major international markets, achieving a contract completion rate above 95%.

Our workforce is consistently recognized for discipline, adaptability, and strong performance, earning long-term trust from global employers.



Total workers deployed: 320

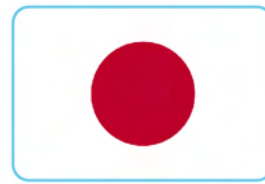
Key sectors:

- Food processing
- Packaging & sorting
- Production line operation
- Cold storage
- General factory labor

Highlights:

- >95% contract completion
- Stable income & strong welfare benefits
- High discipline, positive employer feedback
- Long-term cooperation since 2019

POLAND



Total workers deployed: 1,500

Key sectors:

- Food processing
- Agriculture
- SSW: factory work, packaging
- Construction & welding

Highlights:

- High COE approval rate
- Attractive income & full benefits
- Strong discipline & stable performance
- High re-contracting rate

JAPAN



Total workers deployed: 650

Key sectors:

- Caregiving / elderly care
- Factory labor
- Electronics & mechanical work
- Industrial manufacturing

Highlights:

- Stable income
- High contract renewal rate
- Fast social integration
- Strong employer satisfaction

TAIWAN



Total workers deployed: 550

Key sectors:

- Offshore fishing vessels
- Marine vessel operations

Highlights:

- High and stable income
- Hard-working, resilient, disciplined workforce
- Highly valued by Korean employers
- Low violation rate

SOUTH KOREA - SEAFARERS

STRENGTHENING TRADITIONAL MARKETS (JAPAN-KOREA-TAIWAN)

Glo-Tech continues to consolidate and expand its traditional markets such as Japan, Korea, Taiwan, and other stable destinations. These markets serve as an essential foundation, ensuring steady recruitment volume, maintaining a continuous labor pipeline, and reinforcing the company's long-term credibility in international workforce supply.

LEVERAGING POLAND AS THE EU GATEWAY

With years of successful implementation in Poland – Glo-Tech's key European market – the company enters the 2026–2030 period with a strategic plan to scale operations in Poland and develop additional high-potential EU destinations. Key directions include:

- Standardizing the full recruitment-training-deployment process to EU requirements
- Strengthening training for key sectors: food processing, caregiving, hospitality, logistics, and factory labor.

EU EXPANSION ROADMAP (2026-2030)

- Increasing operational scale in Poland
- Expanding into new markets: Germany, Norway, Bulgaria, Greece, and other EU countries
- Priority sectors: food processing, packaging & cold storage, logistics, and factory labor
- Target 2030: Double the number of Glo-Tech workers deployed across the EU

VIETNAM-EU WORKFORCE HUB INITIATIVE (UPGRADING HTT TRAINING CENTER)

- Upgrading the HTT Training Center to EU standards
- Delivering vocational and language training tailored to EU employer needs
- Building a structured Vietnam-EU workforce ecosystem
- Ensuring full compliance with Vietnamese and EU host-country regulations



MINISTRY OF LABOUR-WAR INVALIDS
AND SOCIAL AFFAIRS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Number: 415/LDTBXH-GP

Ha Noi, 21 July 2014

LICENCE
OPERATING SERVICES OF SENDING LABORS GOING TO WORK OVERSEAS

THE MINISTER OF LABOUR-WAR INVALIDS AND SOCIAL AFFAIRS

- Pursuant to the Law on Vietnamese workers going abroad for employment in accordance with contracts dated 29 November 2006;
- Pursuant to Decree No. 126/2007/ND-CP dated 01 August 2007 of the Government regulating in details and guiding some articles of the Law on Vietnamese workers going abroad for employment in accordance with contracts;
- Pursuant to Circular No. 21/2007/TT-BLDTBXH dated 08 October 2007 of the Ministry of Labour-War Invalids and Social Affairs guiding in details some articles of the Law on Vietnamese worker going abroad for employment in accordance with contracts and Decree No. 126/2007/ND-CP dated 01 August 2007 of the Government regulating in details and guiding some articles of the Law on Vietnamese workers going abroad for employment in accordance with contracts;
- In consideration of the proposals of the Director of the Global polytechnic corporation and the Director of the Department of Overseas Labor Management.

DECIDES:

Articles 1. To authorize the Global polytechnic corporation

Transaction name: **GLOBAL POLYTECHNIC CORPORATION (GLO-TECH.,CORP)**

Business registration certificate number: 0500530220

Date of issue: 17 December 2013 Place of issue: Department of Planning and Investment of Ha Noi city

Address of the head office: Ha Hoi hamlet, Tan Lap commune Dan Phuong district, Ha Noi city, Vietnam

Telephone: 04.37676352; Fax: 04.37676353; Email: vp@glotech.com.vn

To operate services of sending labors going to work overseas.

Articles 2. The Global polytechnic corporation shall be responsible for implementing fully current regulations of the Law on sending labors going to work overseas.

Articles 3. This Licence is valid from the signing date.

FOR THE MINISTER
DEPUTY MINISTER
Nguyen Thanh Hoa
(Signed & sealed)





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CONTACT US

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