

This policy sets out the values of our organisation in relation to corporate social responsibility (CSR), with particular emphasis on the environment.

Through our CSR Policy we define how we conduct our business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. Importantly CSR includes social partners such as local communities, and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

DAWSON-WAM Ltd believes that CSR is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

**Impact on the environment:** We are committed to acting responsibly, and not damaging the environment. All employees are required to take this seriously and:

- Recycle materials wherever possible
- Not print off e-mails unnecessarily
- Consider the ethical stance of suppliers before placing orders
- Dispose of any chemicals responsibly and carefully
- Think about the impact of their actions on the local community

**Interactions with the community:** It is important that we develop good relationships with the community where the organisation operates. Employees are encouraged to become involved in community activities and assist in community events. Employees will make every effort not to damage the relationships that the organisation has with the community.

**Induction process:** All employees are introduced to our approach to CSR and the environment during the induction process. Line managers are responsible for ensuring that this happens, and that employees have understood all aspects of the ethical stance.

**Training:** All employees will participate in the training session run by the HR department explaining the approach of the organisation to CSR and the environment and how this has an impact on the activities carried out within the organisation.

**Interactions with customers and suppliers:** All interactions with customers and suppliers will follow an embedded ethical stance. Any deliberate non-adherence with the ethical stance may result in disciplinary action.

**Product development:** The development of all our products and services will be carried out within the guidelines set by the ethical stance.

**Communication:** All of our communications will adhere to the ethical stance as set out in this policy.

Signed:

A handwritten signature in black ink, appearing to read "D.E. McGall".

D.E.McGall (Managing Director)

Date: 6<sup>th</sup> January 2020