

Purpose

This policy explains to external stakeholders how Dron & Dickson is managed in a sustainable and ethical manner.

Scope

This policy applies to all areas of business covered by Dron & Dickson.

Our Business

The Dron & Dickson board sees that being a responsible company is fundamental to our long-term sustainability. We provide services and products that are designed to meet the requirements of our customers.

Corporate Responsibility in Providing Services

A comprehensive competency system is used to ensure all personnel providing services have the skills and knowledge to provide services meeting all legislative requirements.

Corporate Responsibility in Providing Products

As a distributor of products, we have little impact on the design of the products we supply. However, wherever possible, we work with customers and suppliers to ensure the energy used by electrical products is as efficient as possible to reduce environmental impact.

Our Workplace Values

We are committed to maintaining a workplace where all employees have the opportunity to realise their potential

We are always open and honest with ourselves, our colleagues, our stakeholders and our communities

Our success is based on our people. We treat each other with respect and dignity and expect everyone to provide a sense of personal responsibility. We protect their privacy and do not tolerate any form of harassment or discrimination

Effective Management

The Dron & Dickson board, considers all aspects of risks when making decisions on the strategy of the business. Regular management meetings are held to ensure the on-going profitability of the business and measurements reviewed to ensure the business continues to operate in an effective manner.

To ensure efficient running of the business, we have a fully audited Integrated Management System encompassing:

Quality

All activities of the business are documented in formal procedures and policies.

Corporate Responsibilities

Health and Safety

We are committed to preventing accidents, injuries and illness related to work, and to protect employees, contractors and others. Risk assessments are carried out on all new or changed tasks to ensure the safety of our personnel.

Environment

We commit ourselves to environmentally sustainable business practices. We strive to use natural resources efficiently and target zero waste.

Conduct

The company shall prohibit bribery in any form whether direct or indirect

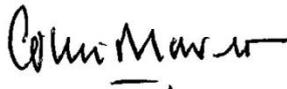
We operate with the highest standards of integrity

We constantly strive to anticipate the rapidly changing needs of our clients and to develop services to meet those needs

We take great pride in our professional and innovative approach to our work

This policy is reviewed annually and communicated on the company intranet.

Signed

A handwritten signature in black ink, appearing to read 'Colin Manser'.

Date: March 2018