



Statement of Ethics

Dron & Dickson Ltd is recognised as specialists in integrated supply, installation and maintenance of harsh & hazardous area electrical equipment. We work together with clients based in the UK, Europe, North Africa, the Middle East, CIS and Asia.

We pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organisation.

Dron & Dickson Ltd condemns corruption in all its forms and will not tolerate it in our own business, from our employees or from those we do business with, wherever we operate in the world.

The organisation can be liable for acts of associated persons should that person bribe another on the organisation's behalf. A person is "associated" with a commercial organisation if it performs services for or on behalf of the organisation. This can be interpreted very widely and could cover agents, employees, subsidiaries, intermediaries, joint venture partners and suppliers, all of whom could render the Company guilty of this offence. We take a very strict approach as to who we do business with.

From the confines of our working environments, it is sometimes difficult to grasp the scale of the damage that bribery does to societies. It is not a victimless crime, far from it:

"Corruption ... undermines democracy and the rule of law, leads to violations of human rights, distorts markets, erodes the quality of life and allows organised crime, terrorism and other threats to human security to flourish. This evil phenomenon is found in all countries - big and small, rich and poor...corruption hurts the poor disproportionately by diverting funds intended for development, undermining a government's ability to provide basic services, feeding inequality and injustice and discouraging foreign aid and investment. Corruption is a key element in economic under-performance and a major obstacle to poverty alleviation and development." (Kofi Annan, former UN Secretary General)

There are serious consequences of breaching the bribery provisions. If convicted of a bribery offence, the organisation may receive a significant fine and suffer lasting reputational damage. If individuals are convicted of a bribery offence, they could face up to ten years in prison. The potential harm done by bribery, both to the organisation and to individuals, is long term and significant.

The organisation is committed to eradicating corruption and we will stand by any individuals in acting ethically. Dron & Dickson take the RIGHT approach to eradicating corruption:

- **Reputation.** We have a reputation that we are proud of. A good reputation is a vital business asset and not one that we take for granted.
- **Integrity.** We do not compromise our integrity.



Attitude



Genuine



Integrity



Learning



Empathy



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- **Good faith.** We always act in good faith and with good intentions and instruct those acting on our behalf to do so.
- **Honesty.** We act honestly at all times and in all aspects of our work.
- **Transparency.** We keep accurate records (including all invoices and receipts) of everything that we do. We work together as a team to eradicate bribery.

Colin Rowley - Managing Director
Dron & Dickson Ltd



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