

Our Corporate Responsibility resources, policies and activities are focused on those issues most material to our business.

All Corporate Responsibility policies apply to all directors and employees of Dowling, Best and Smith Limited and govern our approach to all our activities. They are intended to guide and influence our employees' behaviour but cannot govern every scenario. Appropriate disciplinary action will be taken in case of serious breaches of the policies.

BUSINESS CONDUCT

We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards. Employees should be guided by adherence to applicable laws, regulations and our policies and procedures while at the same time apply common sense and logic and adopt the basic standards of behaviour expected in society.

We also expect our employees to make us aware of any failures to adhere to the standards set out in our Business Code of Conduct or the provisions of our Anti-Bribery and Corruption Policy. The details of any concerns can be reported on a confidential or anonymous basis using our Speak Up Policy and should be reported honestly, accurately and without malice.

- BUSINESS CODE OF CONDUCT POLICIES
- BUSINESS CODE OF CONDUCT
- ANTI-BRIBERY AND CORRUPTION POLICY
- SPEAK UP POLICY

EMPLOYEES

We are guided by our aim to deliver an engaging and inclusive employment environment and to provide the opportunity for our people to develop and advance. We offer extensive learning and development opportunities to equip them with the skills and experience they need to succeed and grow in their roles. By treating our employees fairly and equally and accepting and embracing their diversity, we continue to grow our business, enhance collaboration and create an inclusive and positive working environment. These principles apply to our recruitment, training, promotion, transfer, reward management and performance appraisal procedures, in addition to all terms and conditions of employment.

- EQUALITY AND DIVERSITY POLICY

HEALTH AND SAFETY

The health and safety of our employees is a key priority for us, and we are committed to achieving continuous improvement in our health and safety performance. While compliance with legal obligations in the jurisdictions in which we operate is our minimum requirement, we seek to improve our health and safety record through identifying and sharing best practice across our businesses to ensure all significant health and safety risks are addressed.

- HEALTH AND SAFETY POLICY

ENVIRONMENTAL / CLIMATE CHANGE POLICY

Our objective is to reduce our impact on the environment, including factors contributing to climate change, through a commitment to continual improvement, compliance with environmental legislation and regulations in the jurisdictions where we operate and ensuring that our major impacts are addressed.

We seek to reduce our own and our customers' impact on the environment by reducing carbon emissions, promoting the reduction of waste and providing innovative products to meet our customers' needs, for example through the use of more sustainable packaging.

- ENVIRONMENTAL POLICY

