



Business Responsibilities & Ethics Policy

Reasonable Adjustments

We are committed to meeting our obligations under the Equality Act 2010, including making reasonable adjustments to support disabled employees and applicants. If you have any difficulties using this policy because of a disability, please advise your Line Manager or People & Development Team as soon as possible.

Purpose

This policy explains to stakeholders how Dron & Dickson is managed in a sustainable, ethical and responsible manner, and sets out our expectations for ethical conduct, integrity and responsible business behaviour across all our operations.

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. In addition, and as far as practical we work with our suppliers to ensure that the products we sell are manufactured in a sustainable and ethical manner through our supply chain whilst also considering the life-cycle process.

Our Workplace Values

We are committed to maintaining a workplace where all employees have the opportunity to realise their potential and carry out their roles in a professional, ethical and respectful manner in line with our AGILE core values.

We act openly and honestly with our colleagues, customers, suppliers, stakeholders and the communities in which we operate. Our reputation is built on integrity, trust and responsible decision-making.

Our success is based on our people. We treat each other with dignity and respect, promote a culture of inclusion, and do not tolerate any form of harassment, discrimination, corruption or unethical behaviour.

All individuals are expected to demonstrate personal responsibility, professional competence, fairness and impartiality in their work, and to raise concerns where behaviour may fall short of these standards.

We recognise the importance of engaging with employees, customers, suppliers and other stakeholders to understand their views and to inform responsible and ethical business decisions.

Effective Management

The Dron & Dickson Board has oversight of ethical, environmental, social and business risks and considers these as part of strategic decision-making. Directors set the tone from the top and lead by example, promoting integrity, transparency and ethical behaviour throughout the organisation.

Quality

All activities of the business are documented in formal procedures and policies. Records are maintained to ensure accuracy and traceability.

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. The wellbeing of our stakeholders is a key consideration, we promote and provide resources to support mental health awareness, training and initiatives.

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Environment

We commit ourselves to environmentally sustainable business practices. We strive to use natural resources efficiently and reduce waste, increase reuse and recycling, and minimise environmental impact where practicable. Measuring and reducing our carbon footprint is a key objective and enabler to our Net Zero ambition, supported by measurable carbon reduction plans and regular review. Dron & Dickson are fully committed to the energy transition pathway, recognising that all businesses have a role to play in achieving a more sustainable future.

Ethical Conduct & Integrity

Dron & Dickson operates to the highest standards of integrity and ethical conduct in all its business activities.

We prohibit bribery and corruption in any form, whether direct or indirect, and expect all employees to remain vigilant and compliant with the requirements of the Bribery Act 2010, both in the UK and internationally.

We require employees to disclose any actual or potential conflicts of interest related to their role and to act at all times in the best interests of the company and its stakeholders.

We take pride in our professional, innovative and responsible approach to our work and expect all individuals to conduct themselves in a manner that reinforces trust, confidence and respect.

Employees are encouraged to raise concerns or seek guidance if they are unsure about an ethical issue or course of action. Concerns should normally be raised with the Line Manager; however, where this is inappropriate, employees may contact People & Development, HR or a Director. All concerns will be handled sensitively, confidentially and without retaliation. The organisation will support individuals who raise concerns in good faith and will not tolerate victimisation of those who act ethically or responsibly.

This policy will be made available and communicated to all employees and reviewed annually.

Signed:



Date: March 2026