



# Corporate Responsibilities Policy

## **Reasonable Adjustments**

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 external stakeholders how Dron & Dickson is managed in a sustainable and ethical manner.

## **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 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.

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 (certified to ISO standard) encompassing:



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### 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.

### Environment

We commit ourselves to environmentally sustainable business practices. We strive to use natural resources efficiently and target zero waste. Measuring and reducing our carbon footprint is a key objective and enabler to our Net Zero target date of 2030. 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.

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

Signed:  Date: July 2024