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## Corporate Social Responsibility Policy Statement

**Dynex's Corporate Social Responsibility goals are to understand how the business impacts stakeholders (every person or organisation affected by the business), society and the environment and to develop and manage its business processes to produce a positive impact.**

**Current key policies and procedures concern:**

### **Health and Safety**

Dynex's goal is to create an injury free healthy workplace. We aim to give and maintain a high priority to the health, safety and welfare of employees and visitors ensuring compliance with best practice where possible. Dynex will carry out its manufacturing and other activities without creating unacceptable risk to human health or the environment. The promotion of health and safety measures is a mutual objective of management and employees. Dynex bases its health and safety management systems on Health & Safety Executive Guidance HSG65.

### **Human Rights**

Dynex supports the protection of human rights (including equality of opportunity) in all its employment practices, policies and procedures. Dynex does not use child labour, forced or compulsory labour. Dynex upholds the freedom of association and the effective recognition of the right to collective bargaining. Dynex does not tolerate employment discrimination, harassment or bullying in the workplace.

### **Environmental Responsibility**

Dynex believes the protection of the environment to be an integral part of good business practice. We contribute to the preservation of the environment through an environment management system. Dynex holds ISO14001:2004 Environmental accreditation. We: pursue continual improvement in adopting environmentally friendly technologies, assess environmental impact when introducing new products, minimize pollution, recycle, manage waste and comply with applicable legal requirements.

### **Quality**

Dynex is committed to providing excellence in products and services: meeting or exceeding customer, regulatory and legal requirements. Dynex holds ISO9001:2008 Quality Management accreditation.

### **Business Ethics**

In an effort to emphasise our commitment to adhere to the highest ethical standards, we have adopted a code of conduct which sets forth in broad terms the ethical standards that are the cornerstone of our business. Dynex has a strong commitment to business integrity especially with respect to: anti-corruption, integrity of records and accounting procedures, protection of proprietary information, avoidance of bribery and conflict of interest, compliance with applicable legal, export control, insider trading and competition regulations and whistle blowing (reporting code of conduct violations). As a matter of policy, Dynex does not support or contribute to any political party or organisation.

### **Energy Management**

Dynex is committed to leadership and excellence in energy management practice. We: monitor and assess energy streams for potential savings, carry out programmes of improvement for energy usage, promote awareness and comply with applicable legal requirements.

1<sup>st</sup> February 2016