

Company Commitment to Ethical Business:

DIG are committed to maintaining the highest standards of ethics in all its activities in dealing with Clients, employees, supply chain, third parties and stakeholders - whether private or public bodies.

In order to implement this policy, we will undertake actions in the following areas:

- How we treat and safeguard our people
- How we deal with our Clients and Supply Chain
- How we interface with third parties, stakeholders and the public

Our People

DIG is committed to fair treatment of its employees, and equality, diversity and inclusion within the team. We also undertake to safeguard our people, including any vulnerable groups or individuals and protect their human rights, and encourage speaking up to highlight any contraventions. These matters are dealt with in our Human Resources Policy (HR_PL_001).

Any personal information will be controlled in line with our Data Protection Procedures.

Our Clients

DIG aim to provide a high degree of customer satisfaction by understanding our customers' aspirations, needs and challenges and delivering high quality projects on time and within budget while promoting the highest standards in health, safety and environmental performance as primary conditions in everything that we do. We understand that delivering what our customers want to the highest standards will contribute to repeat orders and drive a sustainable business.

To support this, we will:

- engage in dialogue with customers to align objectives and understand their challenges
- work in accordance with our delivery policies and procedures
- regularly obtain our Clients opinion of our performance
- take appropriate action upon the feedback, informing our Clients on the improvements

External parties

DIG will deal with all external parties in a manner that respects custom and practice but is at all times within the prevailing law and specifically within the requirements of the UK Bribery Act 2010 in every location. Staff will be trained accordingly in line with our HR Policy.

Payments to any external body or individual, including charities, sponsorships and the like will be subject to strict control and approval by Directors, and under the terms of written agreements and proofs of payment and receipt. These matters are dealt with under our Business Ethics procedures pursuant to this Policy, including:

- Antibribery and Corruption Procedure, including Gifts Hospitality and Entertainment
- Charitable Donations and Sponsorship Procedure
- Facilitation Payments & Intermediaries Compliance Procedure

Our Supply Chain

DIG undertake to ensure that our suppliers and sub-contractors (and their supply chain) operate to the same good ethical, employment and environmental practices as outlined here for DIG in the goods and services supplied to us. Our procurement procedures and approved database will ensure

BUSINESS ETHICS



the necessary vetting processes are in place to achieve this. This will include responsible sourcing of materials, including timber from approved sustainable sources.

This policy is communicated to all employees and is available to the public and interested parties

A handwritten signature in black ink, appearing to read 'Russell Evans'.

Russell Evans
Director

DIG International Group Ltd
1st July 2019