

## Company Commitment to CSR:

We firmly believe that our business needs to be sustainable and demonstrate strong Corporate Social Responsibility to operate successfully in Africa and support our long term aims for DIG, our people and Stakeholders and benefit the communities where we operate. We aim to be a good corporate citizen in all of our undertakings and are committed to meeting our obligations as a responsible contractor and aligning with the United Nations' 17 sustainable development goals.

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

- Ethical Business
- Protect our people and be a good employer
- Protect the Environment around where we operate
- Respect the heritage and customs of the countries and communities where we operate
- Keep local Communities safe and leave a lasting positive legacy through appropriate Community Benefits
- Demand the same standards from our suppliers

### Ethical Business

DIG recognises the importance of carrying out our business to the highest ethical standards in the way we treat Customers, our team, suppliers, Third Parties and Stakeholders and has a Policy that includes zero tolerance to bribery and corruption and ensures that this is achieved (BE\_PL\_001). As part of this, we commit to sustainable ethical procurement where appropriate goods, services and skills are available.

### Protect our people and be a good employer

#### Employees, Equality & Human Rights

DIG believes that success can only be achieved through attracting and developing the best employees and treating employees fairly, respecting their human rights. The Company aims to create a working environment which allows all employees to reach their full potential, and has an HR Policy (HR\_PL\_001) that follows UK anti-slavery regulations (Modern Slavery Act 2015), supports equality & diversity, employee's rights, long-term employment, training and development. DIG will employ locally and train where possible for each of its projects, ensuring fair pay that meets the relevant official guidance. We will also insist that our suppliers meet these standards along with the Ethical Trading Initiative (ETI) Base Code and UN ILO Conventions

#### Health, Safety and Wellbeing

DIG is committed to promoting and maintaining the highest degree of safety and the physical, mental and social well-being of our employees. DIG therefore maintains an Occupational Health and Safety Policy (HS\_PL\_001) and Management System, based on OHSAS 18001

### Protect the Environment around where we operate

DIG recognises its responsibility to manage the impact of its activities on the environment and preserve natural resources. We aim to improve the environments around where we work to contribute to quality of life and liveable communities as set out below. DIG therefore maintains an Environmental Policy (Env\_PL\_001) and Management System, based on ISO 14001 to deliver this.

### Respect the heritage and customs of the countries and communities where we operate, through:

Understanding Cultural heritage & customs of communities & indigenous people

Understanding and mitigating the potential impacts of our activities on these issues

Responsive management of any related grievances

This information and process will be captured in the Project CSR Plan (BD\_FM\_003)

Use of these insights to become an active & valued member of the communities in which we work

### Keep local Communities safe and leave a lasting positive legacy through appropriate Community Benefits

#### Safety

DIG will implement a Community HSE & Security Management system to manage all interactions with site, including any emergency response procedures, included in the Project H&S Plan (SHE\_FM\_001)

#### A Positive Legacy

## CORPORATE SOCIAL RESPONSIBILITY POLICY



DIG is committed to sharing the benefits of our projects and recognises the important role the company plays when working in local communities. DIG is a direct delivery business with significant use and development of local resources and the inherent community involvement and we will strive to positively contribute to the social, economic and environmental well-being of local communities where we work.

As above, we commit to sustainable ethical procurement and local employment where appropriate goods, services and skills are available. We will also work with suppliers and local communities to develop their capacity and skills to take advantage of the opportunities that we offer, establishing Training schools where appropriate. This will include enabling suppliers to comply with our standards for Ethical Business and Equality and protection of Human Rights in employment.

We will carry out Community Benefits projects which will improve quality of life, be lasting and appropriate to the needs of the Community; these will be detailed in our CSR Plan for each project (BD\_FM\_003).

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**  
18<sup>th</sup> November 2020