

Corporate Social Responsibility



Introduction

Dynamic Technologies Europe Ltd (“DTE”) is committed to conducting business in a socially responsible and environmentally sustainable manner. This Corporate Social Responsibility (CSR) policy outlines our core values and the principles that guide our operations. We believe that strong social responsibility practices contribute to our long-term success and create a positive impact on the environment and communities we serve.

Scope

This policy applies to all employees, contractors, and subsidiaries of DTE. We expect everyone involved with our company to uphold these principles.

Our Core Values

- **Environmental Responsibility:** We strive to minimise our environmental footprint through resource conservation, pollution reduction, and climate change mitigation efforts.
- **Social Responsibility:** We promote fair labour practices, support our employees' well-being and community engagement, and advocate for ethical business conduct throughout our supply chain.

Environmental Responsibility Practices

Resource Conservation:

- We will implement practices to reduce paper consumption in our office, such as promoting digital workflows and double-sided printing.
- We will continuously seek ways to improve energy efficiency in our operations.

Pollution Reduction:

- We will prioritize responsible e-waste management through partnerships with certified recycling programs and offering customer take-back options for used equipment.
- We will collaborate with our distributors to explore ways to minimize packaging waste associated with hardware supplies.

Climate Change Mitigation:

- We will encourage the installation of energy-efficient Wi-Fi routers and electrical equipment during consultations with our customers.
- We will implement strategies to reduce emissions from company vehicles, such as adopting a fuel-efficient vehicle policy and optimizing service routes.

Social Responsibility Practices

Employee Well-being and Engagement:

- We are committed to providing a safe and healthy work environment for all employees.

- We offer fair wages, benefits, and opportunities for professional development.
- We encourage employee participation in community service projects.

Ethical Business Conduct:

- We uphold ethical standards in all our business dealings.
- We expect our suppliers to adhere to fair labour practices and environmental regulations.
- We are transparent in our operations and accountable to our stakeholders.

Implementation and Monitoring

- We will establish measurable goals and track progress towards achieving our sustainability objectives.
- We will regularly review and update this policy to ensure its effectiveness.
- We will provide training to employees on our CSR practices and encourage them to identify opportunities for improvement.

Conclusion

By integrating social responsibility into our core business practices, DTE aspires to be a leader in sustainable IT solutions. We believe that environmental stewardship and social responsibility go hand in hand with our commitment to providing exceptional service to our customers.

This policy is a living document and may be subject to change at any time.

A handwritten signature in black ink, appearing to read 'Terry Smith', is positioned above the printed name and title.

Terry Smith
Finance & Operations Director

Date: 3rd January 2024