

	Document Title	Corporate Social Responsibility Policy Statement			Prepared by	Sue Alsop	Date	12.01.2023
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Senior Management recognise they have a responsibility to integrate all Corporate Social Responsibility considerations into all business decisions including statutory requirements and codes of practice relating to company employees and those associated with DXB Pump & Power working activities.

The Company will:

- Conduct every aspect of its business with honesty, integrity, and openness, respecting human rights and the interests of employees and customers.
- Respect the legitimate interests of those whom we have dealings within the course of our business.
- Strive to create a workplace in which there is mutual trust and respect, maintaining good information, communication and consultation and every person feels conscientious regarding the performance and reputation of our company.
- Maintain where information is confidential, that confidentiality is respected.
- We aim to create an environment that respects the equality and diversity of individuals and each other's rights, customs, and traditions, and provide support for the wellbeing and development of staff.
- Strive to ensure all employees enjoy their work and have opportunities to consistently amaze our customers through their expertise.
- Invest in apprenticeship and leadership development programmes and actively look for ways in which we can promote and increase the diversity of our workforce.
- Conduct its operations fairly in accordance with the principles of good corporate governance.
- Seek out employees who receive, either directly or indirectly, bribes or other improper advantages for business or personal financial gain.
- Not facilitate, support, tolerate or defend any form of money laundering.
- Pay a fair wage reflecting local markets and conditions and will always meet any national minimum wage.
- Ensure working hours will not be excessive and will comply with industry guidelines and national standards.
- Not accept Modern Slavery, employ illegal labour, compulsory or exploited labour, forced overtime, or tolerate any form of human trafficking, bullying, harassment, or discrimination within its operations or supply chain.
- Not use or condone the use of corporal punishment, mental or physical coercion or verbal abuse. The Company has disciplinary procedures that will be followed should any member of staffs conduct fall below the required standard.
- Support formal grievance procedures through which staff can raise personal and work-related issues.
- Ensure products and services that are manufactured and delivered comply with all legislation relevant to our business maintaining high standards.

This Policy will be reviewed annually, or more frequently if there are significant changes within the Company and communicated to all employees. The policy will be made available to all interested parties upon request.

Signed.....*M. G.*.....

Date.....*12-01-2023*.....