

	Document Title	Corporate Social Responsibility Policy Statement		Prepared by	Sue Alsop	Date	07.01.2025
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At DXB we are committed to conducting our business in a responsible and sustainable manner, recognising our responsibility towards the environment and occupational health and safety principles in our daily operations. This responsibility is reflected in our adherence to international ISO standards ensuring ethical practices in all business decisions including statutory requirements, codes of practice relating to company employees and those associated with DXB Pump & Power working activities.

Ethical Business Conduct

- To conduct every aspect of business with respect, honesty, integrity, and openness, respecting human rights, diversity, and the interests of employees and customers.
- To support a culture of good corporate governance, transparency, and accountability throughout the company.
- To maintain where information is confidential, that confidentiality is respected.
- Seek out employees who receive, either directly or indirectly, bribes or other improper advantages for business or personal financial gain.

Human Rights and Labour Practices

- We 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.
- We recognise the importance of equality and diversity of individuals and each other's customs/traditions and provide support for the wellbeing and development of staff.
- We ensure all employees enjoy their work and have opportunities to consistently amaze our customers through their expertise.
- We support formal grievance procedures through which staff can raise personal and work-related issues.

Supply Chain Responsibility

- We assess and manage risks within our supply chain to identify and address any potential issues related to products and services that are manufactured and delivered to ensure they comply with all legislation relevant to our business maintaining high standards.
- We engage with suppliers to promote awareness and compliance to adhere to the same high standards of ethical conduct and social responsibility that we uphold.

Modern Slavery Statement

- We pay a fair wage reflecting local markets and conditions and will always meet any national minimum wage.
- We ensure working hours are not excessive and comply with industry guidelines and national standards.
- We are committed to preventing and eliminating modern slavery, employing illegal labour, compulsory or exploited labour, forced overtime, or tolerate any form of human trafficking, bullying, harassment, or discrimination within our operations or supply chains.
- We do 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 employees conduct fall below the required standard.

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.

Simon Ruffles, Managing Director
07.01.2025