

# Corporate Social Responsibility Statement



DMN recognises that Corporate Social Responsibility (CSR) matters are increasingly important to staff, candidates, clients and other interested parties and are fundamental to our continued success.

DMN believes that our CSR Policy will provide long-term benefits to its employees, contractors, customers, partners and individuals in all communities globally by focusing on eight key areas:

**Employees** – DMN respect the values of our employees by providing good working conditions, equal opportunities, improved satisfaction, and personal and professional growth opportunities.

**Health and Safety** – DMN proactively manages and monitors risks in our processes, activities and environments to provide a safe working environment for everybody.

**Environmental Impacts** – DMN design and implement business processes to maximise recycling opportunities, minimise environmental risks, waste and nuisance to neighbours.

**Sustainable development** – DMN assesses and mitigates any long-term impacts arising from new business opportunities and growth to reduce our impact on the community and environment by considering factors including energy efficiency, transport and logistical planning, procurement and waste disposal to ensure we protect and meet the social and economic needs of the communities we serve, and operate within.

**Relationships with Customers** – DMN are responsive to customer needs while providing a quality-assured service that meets all relevant considerations in alignment with our Quality Policy (QD002).

**Suppliers and Partners** – DMN treat suppliers fairly while expecting the same commitment to CSR codes of practice, ensuring our ethical standards are maintained throughout the supply chain.





**Community Involvement** – DMN engages with local communities and charitable organisations through funding, support and work experience programmes.

**Ethos** – DMN encourages high professional standards throughout our company and promotes ethical best practices.

DMN will implement and maintain our CSR through the following Policies:

- Equal Opportunities & Diversity
- Anti-Bribery
- Quality Assurance
- Environmental
- Ethical Conduct
- Whistleblowing Policy
- Health and Safety
- Information Security Policies

DMN are pleased to engage with all interested parties regarding CSR matters.  
For further information, please contact a named Director.

Signed by the Directors:  .....  .....  .....  .....

Date 06/06/2023