

Corporate social responsibility (CSR) policy

1 Purpose

- 1.1 This policy sets out how we take account of the economic, social and environmental impact of the way we operate as a business. We aim to align our business values, purpose and strategy with the needs of our customers whilst embedding responsible and ethical principles into everything we do.
- 1.2 This policy is not contractual but aims to set out how we normally deal with such issues.

2 Scope

- 2.1 This policy is applicable to all employees, at all levels within our business,

3 Statement of principles

- 3.1 We consider protection of the environment in which we live and operate along with protecting our employee's wellbeing and being a considerate member of our local community to be sound business practice.

We commit to:

- complying with all relevant environmental, employment and health and safety UK legislation and approved codes of practice
- developing our management processes to ensure that ethics, labour and human rights, environmental and sustainability factors are considered during the planning and implementation of our business practices
- the monitoring and continuous improvement of our CSR performance.

- 3.2 This policy should be read in conjunction with our health and safety, environmental and business ethics and integrity policies.

4 Statement on modern slavery

Dimension Development Limited is committed to understanding modern slavery risks and safeguarding against slavery, forced or compulsory labour, child labour and human trafficking in our company or our supply chain.

We promote ethical business practices and compliance to all UK legislation and expect the same from our stakeholders and suppliers.

We have an equal opportunity recruitment process that follows responsible recruitment practices where right to work checks are conducted prior to joining the company and we check with all new recruits that they have not been required to pay any fees to gain work with us. We work with a

limited number of approved third-party service providers for the supply of temporary workers in our operational areas and ensure all workers receive fair and equitable rates of pay in compliance with UK legislation.

We have a zero-tolerance approach to modern slavery within our company or our supply chain. The prevention, detection and reporting of modern slavery within our company or supply chain is the responsibility of all those working for us or on our behalf. We will take any allegation and / or breach very seriously and will take all necessary actions to eradicate all actual or potential breaches.

If a supplier is found to be involved in any form of modern slavery, its contract will be terminated either immediately or on its due renewal date, depending on the severity of the breach and we may also report suspicions of criminal activity to the relevant authorities. If a supplier breach is deemed to be a minor one, we commit to helping that supplier by providing guidance and support for the affected workers.

If it is established that any employee has acted in breach of this policy, or is aware of, has condoned or failed to report any suspicion of modern slavery within our business or supply chain, they will be subject to our disciplinary procedure.

Suspected breaches must be reported to either our Quality and Compliance Manager or to a Director of the company

5 Responsibilities

5.1 The ultimate responsibility for the commitment to our corporate social responsibility principles lies with the Directors of the Company. All employees are expected to give their full co-operation to these principles in their work activities. Consultants, contractors and visitors are also expected to comply with our policies whilst conducting work on our behalf.

5.2 Our company mission statement is -

“We exist to make brands and retailers stronger. Creating memorable experiences for the shopper. Increasing brand and retailer sales whilst putting people and the environment first”.

To this end the company has implemented two teams to drive improvements;

1. Sustainability Team
2. Social Responsibility Team

These Teams have the following charters.

Sustainability Team

To promote circular economic processes through

- sustainable design, logistics, material consumption, technology and production methods
- innovation and future thinking
- addressing part / product / packaging life cycle issues through increased reuse and recycling
- Reducing –
 - Energy consumption
 - Resource consumption
 - Waste
 - Pollution

The Sustainability Teams main focus is facilities, operations activities, design and part / product life cycle (processes, technologies, materials, supply chain, reuse, recycling).

Social Responsibility Team

Purpose of the Social Responsibility Team is to –

- Promote business activities that bring simultaneous economic, social and environmental benefits
- Facilitate business practices that balance profit with achievement of social and environmental goals
- Provide a rewarding, challenging and great place to work
- To promote healthy lives and well-being for all at all ages
- Promote equality, diversity and social values
- Implement the company policy on philanthropy
- Propose CSR direction and policy

Where social benefits and goals cover;

Community support –

- Local suppliers
- Support for local institutions / events
- Local social events

Charity support –

- National events
- Local charity selection and support
- Individual sponsorship

Where environmental benefits and goals cover;

- Support for international initiatives
- Local environmental support

Where providing a rewarding, challenging and great place to work covers;

- Proposals for improved employee benefits and working life improvements
- Increased social interaction
- Employee and employee family events
- Workers to suggest charities for support

The Social Responsibility Teams main focus is business ethics, work life improvements, social activities, benefits to society, non-product life cycle environmental considerations and proposing CSR direction and policy.

- 5.3 Dimension also operates a HSE Committee composed of a mix of members from management and our workforce providing a forum for management and employee discussion and feedback on all health, safety, environmental and welfare matters, addressing any compliance issues, targeting reductions in accidents, incidents, risk and improving our health, safety, environmental and welfare performance.

- 5.4 Dimension has publicly committed to the following –

UN Global Compact

Zero waste to landfill from operations

To use 100% sustainably sourced electricity by 2025

FSC or PEFC certified by 2025

B-Corp accredited by 2025

100% of our packaging to be reused or have high recycled content (over 70%) by 2025 or certified from a sustainable source (such as FSC or PEFC)

To use 100% sustainably sourced energy by 2030

To move to 100% electric vehicles by 2030

To be carbon neutral by 2035

6 How we aim to achieve improvement

- 6.1 We aim to ensure that we meet our responsibilities through the implementation and continual improvement of robust health and safety, environmental and ethical management systems.
- 6.2 By ensuring we deal responsibly, openly and fairly with our customers and supply chain
- 6.3 Where practical use local suppliers, endeavouring to pay on time and not expecting any discounts which would have a serious detrimental effect on their business

7 Monitoring

- 7.1 The effectiveness of this policy will be monitored and reviewed periodically to ensure our continuing compliance with relevant legislation and to meet new business requirements and to identify areas for improvement. We will also ensure that any changes will be brought to the attention of employees as necessary.

8 Related policies and documents

- Business Ethics and Integrity Policy
- Disciplinary Policy
- Environmental Policy
- Health and Safety Policy
- Whistleblowing Policy
- Supplier Code of Conduct Policy
- Ethical and Sustainable Procurement Policy

The above list is not exhaustive.

9 Further information

Any queries or comments about this policy should be addressed to our Quality and Compliance Manager.

10 Policy owner

This policy is maintained by our Quality and Compliance Manager and owned by the Directors.

11 Policy review date

Date last reviewed: 12th August 2022