

DYNAMIC METAL RE-CYCLING 2022

SOCIAL ACCOUNTABILITY POLICY

POLICY STATEMENT

We support and respect the protection of international human rights within the sphere of our influence, and ensure that we are not complicit in human rights abuses. We will strive to continually improve the ways in which we promote, communicate and manage social accountability with our employees, customers, suppliers and the community at large, and encourage all suppliers and contractors to comply with the same standards.

AIMS AND OBJECTIVES

We will implement the principles of social accountability through the promotion of a positive culture with respect to the continuous improvement of working conditions in order to manage our operations in a way that complies with all relevant employment legislation, we will support the implementation of SA8000 throughout our operations. In keeping with sound business practice, we will continuously identify, assess, manage and improve the elements of our operations that impact on social accountability.

RESPONSIBILITIES

All levels of management are responsible for the implementation of all requirements of this Policy within the company. We expect that suppliers will also be in full compliance with all applicable national laws and regulations, industry minimum standards, ILO and UN Conventions where these are consistent with national law, and/or any other statutory requirements. This will require all parties to:

- Prevent the use of child labour as defined by ILO and UN Conventions or national law
- Prevent the use of forced or compulsory labour (including prison labour)
- Provide a safe and healthy work environment at all sites and facilities
- Respect the rights of workers to form and join trade unions of their choice, and to collective bargaining
- Prohibit any discrimination based on race, colour, age, gender, sexual orientation, ethnicity, religion, disability, union membership or political affiliation
- Prohibit physical abuse, harassment, bullying, mental or physical coercion and verbal abuse or threats
- Treat all people with dignity and respect, with zero tolerance of corporal punishment or harsh or inhumane treatment
- Comply with applicable national laws, industry standards and conventions regarding working hours
- Ensure that all workers are paid wages and benefits that meet or exceed minimum legal requirements
- Integrate requirements of this policy and SA8000 into their management systems and practices.

AUTHORISED BY

Signed: _____ Date: _____