

CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Overview

We want to be a responsible business that meets the highest standards of ethics and professionalism. We recognise that keeping our environment clean and unpolluted is a benefit to all.

2. Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

3. Policy

Our company's social responsibility falls under two categories: *compliance* and *proactiveness*. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business Ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Distributed Micro Technology Limited

The Old Bakery, 265 Yorktown Road, College Town, Sandhurst, Berkshire, GU47 0QA
Switchboard: +44 (0)1276 33391 | Fax: +44 (0)1276 36703 | Email: info@dmtl.co.uk | Website: www.dmtl.co.uk

Registered Office: The Old Bakery, 265 Yorktown Road, College Town, Sandhurst, Berkshire, GU47 0QA.
Company Registration No. 209 1386 VAT Registration Number: GB 450 3145 86

Protecting the Environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. This includes; Air pollution, water pollution, soil pollution, living organisms and food resources pollution. We'll always follow best practices when disposing of waste. We also understand it is our responsibility to protect nature and help with reversing the degradation of ecosystems, including; land habitat degradation, desertification, soil sealing, deforestation, state of species, invasive alien species, impacts and dependencies on ecosystem services.

We understand it is our responsibility to protect water and marine resources by understanding the impact of water withdrawals and consumption, water discharges in water bodies and in the oceans, habitat degradation and pressure on marine resources,

Protecting People

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Support diversity and inclusion.

Human Rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country.

Proactiveness

Donations and Aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance educational and community events
- Alleviate those in need

Community Investment

We believe it is important to be an active and supportive member of communities. We support charitable organisations and not-for-profit organisations.

Preserving the Environment

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Apart from legal obligations, our company will proactively protect the environment by performing the following activities:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies

4. Measurement

We will measure our company's performance with respect to the following areas:

- Purchasing from sustainable resources
- Energy consumption
- Water consumption
- Responsible consumption of resources

5. Strategies

ESG Strategy

Distributed Micro Technology Ltd is committed to being a good corporate citizen. ESG risks and opportunities are incorporated into the overarching business strategy and culture in order to drive long-term value creation.

By embedding positive ESG practices across our business, we seek to mitigate against environmental, legal and reputational risks whilst also enhancing employee engagement and positively influencing customer behaviour.

Sustainable Procurement Strategy

Distributed Micro Technology Ltd will look to identify problematic supply routes and production processes and consider alternative options.

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