
Ethical Trading Policy Statement

Dakota Integrated Solutions Ltd. seeks to ensure that it only purchases goods that are produced and delivered under conditions that do not involve the abuse or exploitation of any persons and that such goods or services have the least negative impact on the environment.

These considerations will form part of the evaluation and selection criteria for all goods purchased by, and services provided to, Dakota.

The Purpose of this Ethical Trading Policy Statement is to:

- Promote good labour and ethical standards throughout the supply chains of both goods and services
- Raise awareness and promote fair and ethical trading amongst Dakota's representatives and suppliers
- Establish, maintain and promote Dakota's credibility as a purchaser of ethically traded goods and services
- Meet all requirements of current legislation where applicable
- Use our best endeavours to conduct business within the scope of the Ethical Trading Initiative (ETI) Base Code

Code of Conduct for Our Suppliers

Our suppliers should commit to the continuous improvement towards compliance with labour and environmental standards and comply with all legal requirements, both in their own companies and those of their suppliers.

1. Labour Standards

- a. Employment is freely chosen
- b. Freedom of association and the right to collective bargaining are respected
- c. Working conditions are hygienic and safe
- d. Child labour shall not be used
- e. Living wages are paid
- f. Working hours are not excessive
- g. No discrimination takes place within the organisation
- h. Regular employment is provided
- i. No harsh or inhumane treatment is allowed

2. Environmental Standards

- a. Waste Management and Recycling
 - i. Waste is minimised, materials are reused where possible
 - ii. Items and goods are made from recycled materials where practicable
- b. Pollution
 - i. Air, water and land pollution are minimised
- c. Conservation
 - i. Processes and activities are monitored and modified as necessary to ensure conservation of scarce resources including water, plants, animals and land forms
- d. Energy Use
 - i. Minimise contribution to global warming and other environmental impacts of energy use
 - ii. Reduce the consumption of energy
 - iii. Be energy efficient

3. Business Behaviour

- a. It will be expected that the supplier has or is working towards having statements and policies on the following topics:
 - i. Health & safety
 - ii. Quality
 - iii. Equal opportunities
 - iv. Training & development
 - v. Ethical standards
 - vi. Diversity
 - vii. Environmental management
 - viii. Social objectives
 - ix. Legislative requirements
- b. The implementation of this Code of Conduct for our suppliers will be a shared responsibility between Dakota and its suppliers, informed by a number of operating principles which will be reviewed from time to time.

Dakota will:

1. Communicate its commitment to the Code of Conduct to all employees as well as to all suppliers of goods
2. Provide training and guidelines for relevant personnel
3. Adopt appropriate methods and systems for monitoring and verifying the achievement of the standards

Dakota expects our suppliers to:

1. Accept responsibility for labour and environmental conditions under which products are made in all circumstances
2. Make a written Statement of Intent regarding the company's policy in relation to the Code of Conduct and how it will be implemented and communicate this to staff and our suppliers as well as to Dakota

Both parties will abide by the principles of the Code of Conduct whenever possible and always within the capabilities of the organisation.

Qualifications to the policy statement:

Dakota can accept neither uncontrolled cost increases nor drops in quality. It accepts appropriate internal costs but will work with our suppliers to achieve required ethical standards as far as possible at no increase in cost or decrease in quality.

This Ethical Trading Policy Statement is kept under regular review to ensure that we adhere to best practices at all times. Any changes and updates to the policy can be found on [this](#) web page. The policy was last updated July 2023, and authorised by:

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