

DLH Social and Human Rights Policy

DLH is a signatory to the UN Global Compact. The 10 principles of the UN Global Compact on human rights, labour rights, environment and anti-corruption constitutes the overall framework for DLH's work with corporate social responsibility (CSR).

As a signatory to UN Global Compact, DLH is committed to integrate the 10 principles of Global Compact in our daily business conduct and to continuously improve our performance. We engage to report annually on our progress and results related to our social and human rights policy.

This policy outlines our position on human and social rights and is part of DLH's overall CSR policy, which consists of:

- DLH Environmental policy
- DLH Social and Human rights policy
- DLH Business Integrity policy

Based on our support to UN Global Compact, the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organisation (ILO), we have derived the following principles:

OUR EMPLOYEES

DLH strives to ensure fair, good and safe working conditions for all employees. Every DLH employee is free to form and join trade unions, or other associations of their own choosing, and to bargain collectively. Work hours should not exceed 8 hours per day and 48 hours per week on a regular basis. Employees should never receive less than the legal national minimum standards or industry benchmark standards concerning wages and benefits.

OUR HEALTH AND SAFETY STANDARDS

DLH strives to ensure high standards of health and safety for all employees. Where relevant, DLH will provide employees with the necessary safety equipment and training at no cost for the employee. Adequate health and safety policies and procedures must be established and followed.

Human rights

DLH respects the social and human rights contained in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organisation (ILO). DLH is a global company with a multicultural workforce and we recognise diversity as strength. We will work actively to ensure a work environment that is culturally respectful. DLH shall not engage in, or benefit from the use of child labour and DLH prohibits any kind of forced labour.

As a global company we have a risk of doing business in countries with existing or occurring conflicts. When investing or sourcing in areas with existing or occurring conflict, we will remain alert to possible violations of human rights and conduct risk assessments to ensure that we do not directly or indirectly benefit from, contribute to, endorse or in any way facilitate such violations. We aim to contribute positively to the communities in which we operate and be a responsible member hereof by managing the social impacts of our business carefully.

DLH will maintain a close dialogue on social and human rights with our stakeholders. Through active dialogue we aim to stay aware and informed about social and human rights issues. Any information about our own or our suppliers' misconduct is treated seriously and appropriate action will be taken.

OUR SUPPLIERS

We expect our suppliers to work actively to ensure fair, good and safe working conditions for their employees and to respect basic human rights in accordance with DLH Social and human rights policy. To collect information and monitor our suppliers' performance on social and human rights, we will apply the DLH Good Supplier Programme. Based on the information collected, DLH will actively engage in dialogue with our suppliers and sub-contractors to raise awareness on social and human rights. Where necessary, we expect our suppliers to engage in cooperation to implement measures to improve performance on social and human rights.