



SOCIAL RESPONSIBILITY POLICY

DAWCO management is committed to providing a work environment in which the rights of workers and working conditions are respected which ultimately contribute to building a harmonious workplace. In compliance with the Social Accountability 8000 International Standard, DAWCO recognizes its responsibility to ensure the well-being of its employees and credits human values as key to its organizational culture.

DAWCO and its member companies are committed to upholding its responsibilities and to adhere to the standards and laws regarding child labour, forced or compulsory labour, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices and remuneration.

Any act or conduct that goes against this policy will not be tolerated. Any violation of this policy may lead to severe disciplinary action up to and including termination of employment. Any employee who is the witness or victim of a harmful act is strongly encouraged to communicate directly with the Human Resources Department. The information will be held in total confidence.

DAWCO ensures that its policies, processes and methods comply with applicable laws, regulations, requirements and agreements in the area in which the work is carried out.

DAWCO requires the full commitment of this policy by its subcontractors, clients and suppliers.

Jean-François Lemay, COO

2021-06-23

Date