

Corporate Social Responsibility (CSR)

The DP3 Group is committed to ensuring that all aspects of its business activities are conducted according to rigorous ethical, professional and legal standards. We are committed to operating with a strong sense of integrity, critical to maintaining trust and credibility with our clients, business partners, employees and stakeholders. We strive to review and continuously improve our corporate social responsibility programme.

To meet this commitment, The DP3 Group of Companies seeks to fulfill the following objectives:

- To provide our clients with the best possible service and respect their confidentiality and avoid conflicts of interest.
- To support our employees in taking on social responsibilities.
- To treat all employees equally and invest in training to improve skill levels across the firm.
- To encourage involvement in charity and make charitable donations through corporate fund raising activities and individual effort.
- To make a positive contribution to the environment and manage our environmental footprint to try and reduce any aspects of environmental degradation associated with our activities.
- To conduct our business according to the highest ethical standards.
- To maintain the highest standards of health and safety.
- To be a great place to work.
- To take an active role in the community in which we operate.
- To improve internal and external awareness of its CSR activities and initiatives.

Environment: We continually assess methods to reduce our wastage and energy whilst ensuring that we motivate and educate staff about green issues.

Health and Safety Policy: The DP3 Group of Companies has a comprehensive Health and Safety Policy to make sure that our employees can work safely and securely, with no risk to themselves or those around them.

Charities: We regularly donate charities via corporate fund raising events such as **Breast Cancer Awareness Fun Runs** – We also adopt **A Give as you Earn Scheme** – (CAF) Charities Aid Foundation is our preferred portal available to all employees.

As well as our charity of the year, we make smaller, one-off donations and bursaries to charities, organisations and individuals where there is a link with our people, our industry or our local community.

Diversity: The DP3 Group is committed to eliminating unlawful discrimination and promoting equality and diversity in its own policies, practices and procedures and in those areas in which it has influence.

This applies to the Firm's professional dealings with staff and partners, other solicitors, barristers, clients and third parties. The Firm intends to treat everyone equally and with same attention, courtesy and respect regardless of their disability, gender, marital status, age, race, racial group, colour, ethnic or national origin, nationality, religion or belief or sexual orientation. (please see our separate Equal Opportunities policy)

People: We aim to provide an open, challenging and participative environment for all our employees. We identify employee development expectations through regular reviews and endeavour to ensure that pay and benefits are competitive. All DP3 Group employees are expected to understand and abide by the firm's core values.

Corporate Social Responsibility Structure: Daryl Pearce (Managing Director) is responsible for reviewing our Corporate Social Responsibility policy and performance. Michael seeks to continuously improve DP3 Group's performance on the key issues of the CSR programme and to promote and encourage the corporate responsibility programme into the management and culture of the business and into the minds of our employees.

A handwritten signature in black ink that reads "DMPearce".

Daryl M Pearce
Managing Director
DP3 Group (Ecohub Ltd)