

POLICY / CODE OF ETHICS FOR SLAVERY AND HUMAN TRAFFICKING

Dale Building Maintenance Ltd is committed to ensuring that its suppliers do not use slave labour or engage in human trafficking. Dale's Code of Ethics establishes respect for human rights as a fundamental Dale principle, and one that both Dale employees and suppliers are expected to honour. Dale's Ethics Guide specifically prohibits Dale suppliers and Repair Partners from using forced labour of any kind.

Dale suppliers are required to adhere to Dale's Supplier Code of Conduct (the "Supplier Code").

Dale requires its suppliers to certify compliance with the Supplier Code.

SUPPLIER CODE

Under the terms of the Supplier Code, Dale is permitted to audit its suppliers' compliance with the Supplier Code, and in cases in which serious risks are presented, this audit may be immediate and unannounced. Dale monitors its supply chains for compliance with the Supplier Code; however, such monitoring is typically not focused solely on human trafficking or slavery. And while Dale regularly audits its suppliers for a variety of reasons, typically those audits are not performed solely to determine compliance with the prohibition against slave labour or human trafficking. Dale generally does not engage third parties to evaluate compliance with human trafficking or slave labour laws. However, Dale promptly and thoroughly investigates any claims or indications that a supplier is engaging in human trafficking or slave labour, or is otherwise not complying with Dale's Code of Ethics or Supplier Code. Any such claim made would be reported to the Dale's Board of Directors, along with the resolution of the claim and/or the findings of the investigation. Supply Chain management and other Dale executives receive training on Dale's Code of Ethics and Supplier Code, although specific training on eradicating slave labour or human trafficking is not generally provided.

Dale will not continue to purchase goods or services from any supplier that is found to be engaging in human trafficking or using slave labour.



Dedicated to service