



SOCIAL RESPONSIBILITY POLICY

DCM 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, DCM recognizes its responsibility to ensure the well-being of its employees and credits human values as key to its organizational culture.

DCM 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.

DCM 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.

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

A handwritten signature in black ink, appearing to read 'S. Tousignant', written over a horizontal line.

Serge Tousignant
President

2020-10-01

Date