

United Nations Global Compact

Dover Vantage Corporation Communication on Progress 2012



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Statement of Support



To our Stakeholders

I am pleased to confirm that Dover Vantage Corporation fully supports the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

By signing the Global compact, Dover Vantage Corporation has ensured that the company publicly recognizes the business value of operating in an ethical, environmental and socially responsible manner. The company is actively striving to contribute towards the creation of a more sustainable global society.

This is the companies first Communication on Progress and we have openly described our actions to integrate the Global Compact ethos and principles into our daily business operations. We also commit to share this information with our stakeholders using our primary channels of communication.

A handwritten signature in black ink, appearing to read "Michelle Lauzon", followed by a horizontal line.

Michelle Lauzon

Executive Director



Human Rights



Assessment, policy and goals

Dover Vantage works in some of the most challenging regions on earth, in countries that have little or no human rights implementation. The company ensures that all business activities are carried out with the outmost respect for our staff, contractors, stakeholders and host communities. We operate within the boundaries of the Universal Declaration of Human Rights, respect for human rights is integrated in both the internal and external operations of the organization.

Implementation

All staff members, either permanent or temporary, will be provided with a human rights Code of Conduct, that clearly sets out the companies principles which are applied universally across all of our activities. We ensure that our business associates and stakeholders adhere to the principles of the Universal Declaration of Human Rights, and provide guidance where necessary.

Monitoring and Evaluation

Daily site meetings are held across all our projects and employees are encouraged to report any violations of the Code of Conduct in private. Any reports made are fully investigated and the situation corrected as quickly as possible.



Labour



Assessment, policy and goals

Dover Vantage does not discriminate on any grounds, and employs a highly diverse workforce, including locally sourced teams. We are committed to ensuring that all employees are treated equally, with the same rights. The company provides exceptional health and safety training, sponsorship and health care insurance for all employees. We comply with all applicable wage and labour laws and regulations, and provide comfortable accommodation when staff are working away from home.

Implementation

The company is currently re-writing its Human Resources Manual to make the policies and procedures more accessible for employees. The Human Resource Manual will be distributed to all employees, in their preferred language. All Line Managers will be fully trained in the manual, and ensure that the policies and procedures are clearly and widely understood. Every project holds a daily site meeting that highlights the specific health and safety factors relating to the planned activities, minimizing the risk of accidents for our employees.

Monitoring and Evaluation

The On-site Management teams are responsible for continuous assessment of health and safety measures, ensuring the safety of our staff. We are working towards a 'No Accident' working environment.



Environment



Assessment, policy and goals

Dover Vantage strives for sustainable excellence across all of our activities; we believe that the only businesses that will succeed in the long term are those that are willing to actively seek out solutions to the world's problems. Our desire to be part of the global solution includes environmental awareness training, LEED Certification, participatory practices, long term planning, development of environmentally friendly technologies and transparent working procedures.

Implementation

The company is striving to become an industry leader in implementing tangible sustainable practices for the wider benefit of the global communities in which we work, developing stringent environmental protocols across all of our business activities. Our working practices adhere to ISO 14000, ISO 9000 and ISO 26000 as standard practice. We source local materials, recycled goods and reuse as much material as possible, discourage unnecessary printing and actively seek innovative green technologies for our manufacturing processes.

Monitoring and Evaluation

The Sustainability and Environmental, Health and Safety Policy's are renewed yearly. Staff are encouraged to bring forward new ideas and practices to continually improve our environmental performance.



Anti-Corruption



Assessment, policy and goals

Dover Vantage is faced with corruption almost daily, we have a stringent “Zero Tolerance” rule that is strictly adhered to by all employees and business associates. Violations are dealt with promptly and we take disciplinary and terminal action against any employee who violates this rule.

Implementation

All employees and business associates are made aware of the Zero Tolerance rule regarding any form of bribery or corruption, and are trained in how to deal with it in a clear, firm, precise manner. Our open door policy enable’s employees who have concerns to report suspected instances in complete confidence. We carry out regular risk assessments on future clients to ensure that future business relations will be equitable and transparent, and make our position clear in the initial stages.

Monitoring and Evaluation

Dover Vantage has strict financial procedures in place, with stringent internal audits that search for fraudulent activity, to date there has been no accounting fraud. The Executive Team continually evaluates employees performances and seeks out discrepancies.