

Communication on Progress 2017

Davey Bickford North America



Davey Bickford USA, Inc.

428 East Winchester Street

Suite 202

Salt Lake City, Utah 84107, USA

801-562-3045

801-562-4564

www.daveybickford.com

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Davey Bickford North America has been a participant to the ten principles of the Global Compact since 2015 and we remain committed to conducting our business in accordance with these principles.

Human Rights

We put people first. Davey Bickford North America is a company that serves society from a global perspective integrating a people oriented approach and executing responsibilities in a multicultural worldwide company. We see value on having employees from different countries and cultures. We promote our people to move to new markets and regions understanding that sustainability is the main goal of the company.

Our main business is supporting the mining industry and through that be able to help the world development. We understand that the final beneficiaries of all this progress are the families and the new generations that will be in charge of making this world a better place.

Our daily work is oriented to maximize the return of our stockholders but always considering the global compact principles.

We constantly cooperate with our partners; customers, suppliers of raw materials, banking industry, regulatory institutions, governments, insurance companies.

We promote an excellent working environment and at the same time we develop proper structures and processes to encourage professional careers for our employees.

Safety is the most important pillar for our company. We want employees get home every day so they can spend time with their families and give a good example to their kids.

The company fully recognizes Employee Rights under the National Labor Relations Act. The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity. Employees protected from certain types of employer and union misconduct. A Notice gives general information about rights, and about the obligations of employers and unions under the NLRA. Each employee has also a contact to the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, for any questions about specific rights that may apply in our particular workplace.

Labour

Our company operates under the Utah Occupational Safety and Health Act of 1973, which requires Utah employees to provide a safe and healthful work place, free from recognized hazards that are likely to cause death or serious physical harm to employees.

The Utah Occupational Safety and Health Division (Utah OSHA) of the Utah Labor Commission, has the primary responsibility for administering the Utah Occupational Safety and Health Act.

Our employees are covered under the provision of the Utah Employment Security Act for unemployment insurance purposes, unless specifically exempted by the Act.

We are committed to both enhancing people's lives and contributing to society.

We honor our commitments and comply with laws and regulations.

We search for excellence in everything we do.

Our long-term goal is to achieve win-win cooperation and common prosperity with all stakeholders.

We fight against human rights abuses. For Davey Bickford North America, human rights are the base for any social organization. Without this base, nothing else matters. That's why this company is continuously searching for any type of abuse in any place or environment where we participate. We have designed the proper channels to denounce any kind of exploitation or manipulation.

Environment

Davey Bickford North America seeks to establish management mechanisms to ensure a systematic identification and control of the environmental impacts of its activity. This, through systems of control and mitigation of impacts and the incorporation of technological innovation that allows to improve the processes. In addition, the progressive increase in efficiency in the use and management of natural resources is promoted.

The company's QHSE policy is in place to ensure quality in all company operations with emphasis on 'embedding green practices, proactive risk management, complying with relevant laws and maintaining communication with stakeholders to promote sustainability.

Davey Bickford North America has a well-defined HSE Management System developed. The system provides continuous assessment and monitoring against standard parameters to ensure the highest level of safety and minimal damage to surrounding natural environment.

Davey Bickford USA Inc. is an active member of the International Society of Explosives Engineers and participates in its HSE committee meetings. These meetings provide a forum to discuss latest industry practices, use of technology and benchmarking in HSE management system.

Davey Bickford USA Inc. is going to start manufacturing Emulsions for the mining industry. This very exciting project considers a continuously monitoring of any environmental impact. Our pillars are Energetic Efficiency, CO2eq. emissions, spills.

The Company defines, as part of its long-term strategy, to excel in environmental performance of excellence. This is based on four axes:

- the implementation of a strict plan Regulatory compliance,
- the ongoing operation of its CDM projects of Clean Development) for low carbon production,
- Energy efficiency
- And innovation as a key lever towards an increasingly sustainable business.

Anticorruption

Davey Bickford North America is committed to eliminating corruption through implementation of ethical codes and policies that govern business operations and relationships with external stakeholders.

The company has zero-tolerance for all forms of corruption, including bribery and extortion.

All employees are required to sign the Code of Conduct at the time of joining.

We promote fair business practices and ensure compliance with regulatory and legal requirements.

The company uses internationally acceptable accounting standards to maintain transparency.

All funds, assets, receipts and disbursements are properly recorded in the books of the company.

No incident of corruption has been reported in the company.

Regular checks by Audit Department are carried out for all departments to ensure compliance with company procedures and ensure course correction, if required.

