



COMMUNICATION ON PROGRESS



DYCK ADVISORY GROUP STATEMENT FROM OUR CEO

From: 23 April 2021 – 22 July 2022

To our stakeholders:

I am pleased to confirm that Dyck Advisory Group (DAG) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the global compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Maximillian Aiden Dyck
CEO

DAG – Communication on Progress



PRINCIPLES 1 & 2

HUMAN RIGHTS

- DAG respects and supports the protection of human rights and has strong company policies in place that ensures a workplace that govern all our activities and operations.
- We ensure that all staff are fully trained in all matters relating to human rights and its violations. All dealings with personnel and non-personnel are specified in our Code of Conduct which is circulated for signature by our staff as part of the employment and onboarding process.
- DAG is a signatory to the UN Global Compact and its commitment is communicated through its signed statement above.

HUMAN RIGHTS

MEASUREMENT OF OUTCOME

Earlier in 2021 Amnesty International accused DAG of various human rights violations on one of our projects and we took the allegations very seriously. We were deeply troubled by these allegations and therefore, in line with our company policies, we appointed an independent team of legal experts to investigate these allegations and the veracity thereof. After extensive interviews and investigations this independent investigation was concluded in June 2021. The conclusions reached by the independent team that we appointed to undertake the investigation are detailed below:

DAG has detailed policies and procedures in place relating to the protection of human rights, the prohibition on the mistreatment of civilians and others, the prohibition of racial and other discrimination and the use of force. These policies are in my view compliant with the United Nations Principles on Business and Human Rights and the Montreux Document issued by the Swiss Government and the International Committee of the Red Cross. Adherence by DAG employees to its standard operating procedures and policy codes is ensured by a structured incident reporting and investigative process.

DAG operations in Cabo Delgado were not undertaken by it independently but it was contracted to supply air support to the Mozambiquan police under whose command and control it always acted. Effective oversight of specific air operations were undertaken by a senior PRM officer – usually of the rank of general – who was always present on operations in a command aircraft. The Mozambiquan police shared its base at Pemba with DAG. This facilitated the co-ordination of the air support provided by DAG. DAG did not provide assistance to the Mozambiquan military forces.

There is no evidence available to me to indicate that DAG on any occasion during its operations deliberately targeted civilians. I do not consider the accusation by Amnesty International that DAG dropped hand grenades or ordnance indiscriminately on citizens, or that it fired indiscriminately into civilian crowds, to have any credibility. I also consider the charge that the accusation by Amnesty International in its report of 2 March 2020 that DAG committed war crimes and human rights abuses is unfounded. This far-reaching and unsubstantiated allegation suggests exaggerated publicity-seeking. There may well have been civilian casualties which resulted from DAG's engagement with the heavily armed Al-Shabaab insurgents, but this was unavoidable in an armed conflict of this nature and given the exigencies of the anti-insurgent operations. I do not consider that DAG's conduct was in the circumstances to have been disproportionate in the light of the threat faced.

The allegation by Amnesty International in its press release of 13 May 2021 in connection with the Al-Shabaab attack on Palma during March 2021 that DAG's humanitarian evacuation was racist, turns out to be false on the established facts. So too, the Amnesty International accusation that white people were rescued and that black citizens were left to fend for themselves against Al-Shabaab. Evidence of independent eyewitnesses indicates that the opposite happened. The deliberate dissemination of incorrect information by Amnesty International illustrates its bias against DAG. Amnesty International seems studiously to have avoided DAG's humanitarian airlift of people to safety from the Al-Shabaab attacks. This was at a time when neither the Mozambiquan authorities nor any other agency came to their rescue.

DAG complains that the unsubstantiated facts contained in the Amnesty International report, false allegations of racism and improper conduct contained in its press release of 13 May 2021 and the accusations levelled against it of war crimes and human rights abuses has caused it significant damage and, so I am informed, substantial financial loss. It is not within my remit to deal with this aspect as part of my investigation and DAG should look to its company lawyers for advice. Suffice, however, to note that certain of the egregious charges levelled by Amnesty International against DAG may be actionable at law.

We acknowledge the conclusions of the report and believe that it is a fair reflection of the events on this project and the fact that our corporate policies and standards have been found to be in line with international standards and norms. We operate in line with our human rights obligations as encapsulated in our company policies. This can be evidenced by the fact that during the highly publicised and reported on attack in Palma, Mozambique, our team rescued a total of 240 people, mainly women and children stuck in the middle of the fighting. This was done at great personal risk to our staff and helicopters, and we are incredibly proud of our team and the efforts that they made during this attack to support and save the local population.



Picture 1: Mozambique Women and Children airlifted to safety

PRINCIPLES 3 - 6

LABOUR

- DAG has a diversified labour force with staff from South Africa, Britain, Zimbabwe, Uganda, South Sudan, Mozambique, and Philippines, and appoint senior positions regardless of diversity, sexual orientation, race, or gender.
- DAG will not involve itself in any instances or companies that enforce or use child labour.
- When appointing local staff, we do our due diligence to ensure that staff members are not underaged. Potential staff must produce some form of identification to determine their age before they are appointed. We strive to uplift the local community.
- DAG practices freedom of association, and potential staff is encouraged to submit their CV's to more than one bidder, on any given project.
- DAG stands committed to voluntary labour, contracted or otherwise, and have never had instances of forced or compulsory labour reported or accused thereof.
- DAG is an equal opportunity employer and make provision of equal remuneration to men and women, irrespective of age, race, or religion.
- Equal opportunity is provided with regards to career advancement, training, and development.
- Recruitment of non-HQ personnel depends on the different contracts that we bid on, as many tenders have specific criteria that we must adhere to.
- DAG's diversity structure is explained in the table below.

LABOUR

MEASUREMENT OF OUTCOME

DAG has stringent SOPs in place to measure diversity, balance in the workplace, age distribution and disabilities in the workforce.

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We have annual reviews of policies, as well as reviews on staff. We are currently in the process of wage negotiations of our staff in South Sudan, partly as a salary increase and partly as an incentive to retain and award personnel.

DAG has employed 5 new permanent staff members in 2020/2021; 3 of which are female.

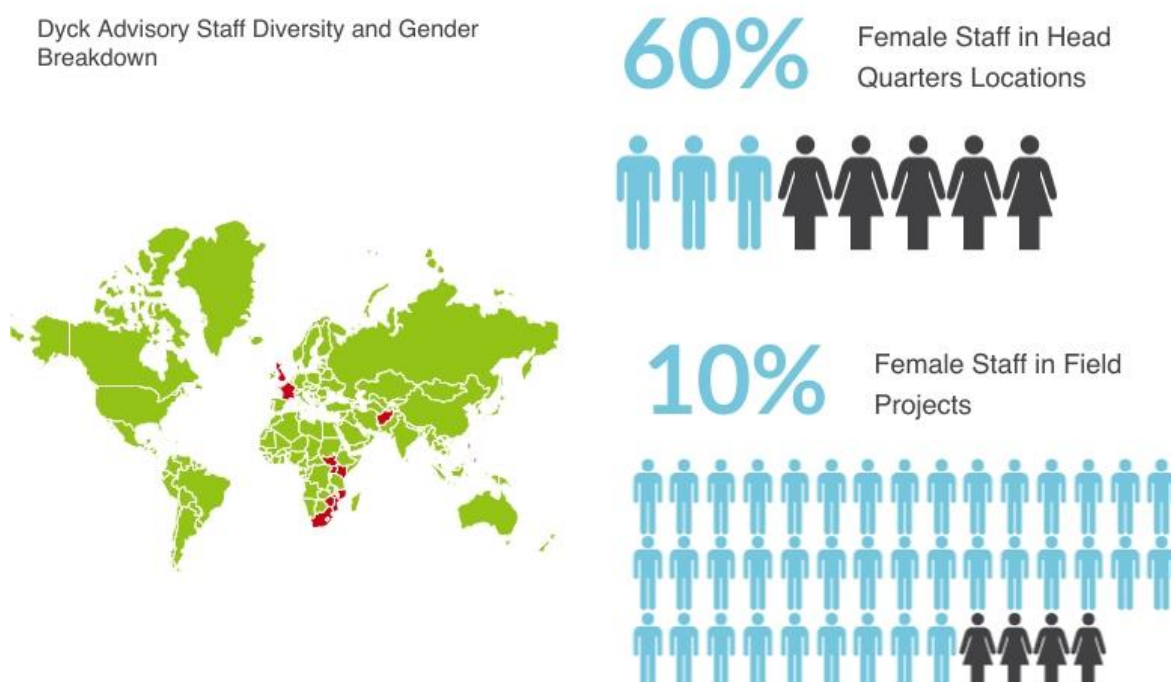


Diagram 1: DAG Gender and Diversity Breakdown

PRINCIPLES 7 - 9

ENVIRONMENT

- DAG supports a precautionary approach to environmental challenges. We have a recycling policy in place, and we plan our projects thoroughly and highlight problem areas beforehand.
- We consider the weather, seasons, food and water scarcity, population density, sanitization facilities, availability of locally sourced items, and well as quality of items.
- Quality of items become essential, because when items break or become useless and are thrown away, it can have an environmental impact, as well as a financial implication.
- DAG ensures to always maintain the upkeep of equipment and machinery.
- We promote environmental awareness amongst employees through our extensive environmental policies and procedures.
- DAG does not produce or store hazardous waste. We endeavour to adapt a safe and environmentally friendly method to discard general waste.
- We have a recycling policy in place in the HQ, and where possible and applicable, in our field projects.

ENVIRONMENT

MEASUREMENT OF OUTCOME

DAG has applied strict environmental changes to our HQ in South Africa. We have also installed a sustainable power solution in the form of batteries and inverters, and we apply energy saving practices, consisting of switching off unnecessary office equipment, geysers, lights, and air conditioners at the end of each day.

We plan to implement inverters on future projects too. Currently, we use a sustainable power supply solution on our projects in the form of solar systems. For instance, in South Sudan, our entire camp, air cons and equipment are run entirely off solar panels.

We also recycle plastic, glass, metals (i.e., cans) and paper daily, and use misprints as scrap paper. Recycled items are picked up at HQ on a weekly basis.

We endeavour to save energy by using solar panels, ensuring a low impact on housing by using tents or sustainable building material, recycling facilities, and buying locally.

We aspire to comply with applicable environmental laws.

DAG has extensive SOPs on emergency procedures which also addresses accidents affecting the environment and human health.



Picture 2: Dog Kennels with Solar Panels at DAG South Sudan Project

PRINCIPLE 10

ANTI-CORRUPTION

- DAG is aware that corruption is rife worldwide, and we endeavour to do our due diligence before entering contracts with any company. In the past, we have declined contracts on this basis.
- Should it come to our attention that there is a possible risk of being associated with bribery, corruption or unethical business practices, DAG will distance itself immediately. We have strong SOP's and Codes of Conduct pertaining to any form of bribery or corruption and all staff will sign and agree to.
- We pride ourselves on our good name and good standing with the UN.
- DAG wishes to be recognized as an ethical and honest company, free from allegations of corruption or collusion. We have not had any such allegations as of date. We would only partner with companies with the same ethical standards and history.

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- DAG will under no circumstances accept bribes or enter such communications. We revisit our Code of Conduct regarding anti-corruption regularly, and all staff is fully briefed on our stance.
 - Any DAG staff in violation of our Code of Conduct regarding anti-corruption, will be dealt with immediately, subjected to an investigation and if necessary, appropriate disciplinary action.

ANTI-CORRUPTION

MEASUREMENT OF OUTCOME

DAG has not had reported cases of our staff involved in any form of corruption or bribery.