



DAG – COMMUNICATION ON PROGRESS

From: 23 July 2022

To: 22 July 2023

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

To our stakeholders:

I am pleased to confirm that Dyck Advisory Group 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



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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 understand that there must be indicators to measure Human Rights with, who they would protect or benefit, and if we have to develop or identify indicators for these rights. We are regularly reviewing our policies to ensure we are following local and international best practices and implementing any relevant changes to Human rights policies.

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

DAG has not had any Human Rights violations in the past year since the previous COP that was submitted.

PRINCIPLES 3 - 6 LABOUR

DAG has a diversified labour force with staff from South Africa, Britain, Zimbabwe, Uganda, South Sudan, Mozambique, and Philippines, Sri Lanka and Afghanistan, and appoint senior positions regardless of diversity, sexual orientation, race, or gender.

We have recently purchased a farm, which we are currently developing into a Specialist Training Centre. We have employed 6 people, 2 South Africans and 4 Zimbabweans. We have built housing for them, and supplying them with free water, electricity, and transportation. We ensure that they work the required number of hours and have adequate number of days off between shifts. They are all above the legal limit of working age. We have also provided maternity pay benefits above and beyond what the SA labour Laws provides for, by providing contract workers who were ineligible for



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paid maternity leave, with the equivalent amount of salary that they would have received if they were eligible.

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 by buying local as much as possible.

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.

LABOUR MEASUREMENT OF OUTCOME

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

We have annual reviews of policies, as well as reviews on staff. We are currently reviewing our SOP's to ensure that we keep up to date with newly developed policies.

DAG has employed 6 new permanent staff members in 2021/2022; Three of which are female.

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.



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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 and have employed a permanent Handyman on site to help with the upkeep and maintenance of our HQ.

We promote environmental awareness amongst employees through our extensive environmental policies and procedures.

As mentioned, we have bought a farm to develop into a training centre and have conducted a thorough environmental impact assessment. This assessment is important as this property is in an area renowned for local flora (Fynbos) as well as Fauna (Angulate Tortoise).

Since receiving the approval from the local Government entities to continue on our endeavour to create an Internationally renowned Training centre, we have started clearing the land for the purpose of building shooting ranges and have taken great care to relocate current indigenous vegetation such as the Mountain Bush Aloe. The vegetation is considered indigenous as defined by NEMA. The NEMA definition regarding indigenous vegetation stipulates the following: "Indigenous vegetation" refers to vegetation consisting of indigenous plant species occurring naturally in an area, regardless of the level of alien infestation and where the topsoil has not been lawfully disturbed during the preceding ten years."

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 an 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. DAG also submit tenders with solar power proposals instead of relying on the local power supplier.



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The current means of electricity on our new Training Centre, comes from the local electricity supplier. We are in the process of investigating the alternative option of solar power and plan to implement this if it's a viable option.

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.

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.

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.