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Corporate Social Responsibility Policy

Corporate Social Responsibility - Objectives and Policy

Dyesol is committed to being a good corporate citizen in relation to both the community at large as well as to our clients, Dyesol employees and consultants and stakeholders. With this as an ongoing objective, Dyesol has initiated a number of socially responsible policies and practices providing positive outcomes for those concerned. The Corporate Social Responsibility (CSR) Policy ensures it continues to maintain focus in this area. To ensure ongoing and renewed effort, the policy is reviewed and readdressed on a regular basis.

Dyesol and its subsidiaries have long had a practice of giving back to the community. In addition, through responsible environmental, health, safety and family friendly employee practices, Dyesol aims for a better environment and an outstanding work place. Dyesol is also focused on maintaining high standards of ethical conduct in its corporate behaviour and has implemented clearly defined codes of conduct in this regard.

In its own workplace, Dyesol promotes an environment of integrity and responsibility to staff at all levels and required standards of conduct are defined in Dyesol's terms of employment. Dyesol has established codes for Board, consultant and employee conduct, respect for racial and sexual diversity, and for religious belief, and for avoiding and managing any potential conflicts of interest.

Ethics

Dyesol aims to avoid involvement with any organization which evidences illegal activities or demonstrates racial, sexual or religious bigotry, to the same extent as it has adopted within the Company.

In servicing its business partners and clients, Dyesol focuses on addressing client needs to the highest possible standards. Its training and customer support services to its partners and clients focus on providing the most appropriate assistance and service which is technically suitable for the clients' needs and objectives. Dyesol respects confidentiality and business goals of all with whom the Company does business or has corporate interactions.

Community

Dyesol Social Interface

Dyesol corporately and through its staff makes contributions to charities. Dyesol encourages religious freedom within the Company. Dyesol managers and executives regularly interface with local and regional society through sponsorships, educational tours and invited speeches.

Special Community Services Leave

Dyesol employees are allowed paid leave for the purpose of community service such as donating blood and if they are a member of an emergency service organisation which requires their services.

Family

Wellbeing: Dyesol encourages health and fitness programs for staff including supporting a Dyesol Mountain Bike team and an endurance bike team. The Dyesol teams engage in Company funded team bonding activities.

Family: Family friendly practices include paid maternity and paternity leave in accordance with employment conditions as well as a number of policies that provide flexibility with working arrangements to assist team members meet family needs. The Company provides special leave for marriage and bereavement. The Company maintains a flexible approach to sick leave leaning towards the compassionate when any member of staff or close family member has a period of extended illness.

Education: Dyesol encourages continuing education and provides fee assistance and study/examination leave to employees with good performance track records who are undertaking further relevant education. Dyesol supports regional and local educational events in each country where the company operates, providing sponsorship for a range of activities including summer schools, excursions, environmental education, arts and music.

Personal Financial Management: Dyesol aims to assist the Dyesol team in managing their finances for example by providing flexible salary packages, optimised in consultancy with the staff member or consultant. Dyesol operates a flexible superannuation scheme designed to be suited to the particular needs of each contributor – for instance in Australia each staff member can select their own provider and package. The Company operates an Employee Share Option Plan (ESOP), to assist in attracting, retaining and motivating staff. The plan also allows for rewarded staff to be remunerated in cash or other equivalent. This plan rewards staff who have performed above and beyond expectations and includes rewards for inventiveness (e.g. new patent) and extraordinary effort.

Occupational Health and Safety: Dyesol established an OHS Committee in 2005 which has proactively implemented a number of initiatives to ensure all legal requirements are met and exceeded. The Company and its OHS Committee regularly seeks input and assistance from Dyesol employees to ensure a safe and healthy work environment.