

**Introduction:**

At DCS Group, our Integrated Management System (IMS) is aligned with our business strategy to deliver consistent, excellent service and customer satisfaction while minimising environmental impact. This commitment to quality and sustainability is supported by a process of continual improvement, promoting customer confidence, delivering value for money, and sustaining a profitable business.

**Our Mission:** Bringing great brands to everyone, everywhere.

**Our Vision:** We aim to be the market leader in fast-moving consumer goods by being the trusted manufacturer and distribution partner while maintaining and improving sustainability.

**Commitments and Scope:**

DCS Group manufactures, stores, and distributes products in accordance with Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP). Our IMS complies with industry-recognised standards such as ISO and BRCGS for storage and distribution, and other applicable customer requirements. We are committed to continually improving the effectiveness of our IMS through regular reviews to ensure it meets legal and other applicable requirements. The IMS encompasses all key operations, focusing on hygiene, product safety, legality, quality, and environmental performance. This provides the framework for establishing and reviewing company objectives.

**Quality and ESG Objectives:****Consistent Quality for Customers:**

- Ensure the quality of products and services consistently meets or exceeds customer expectations.
- Foster a culture of quality awareness and responsibility among all employees.

**Maintain a Robust Internal Audit Program:**

- Conduct regular internal audits to ensure the effectiveness and compliance of our IMS.
- Address non-conformities promptly and implement corrective actions to prevent recurrence.

**Continuous Review and Improvement:**

- Regularly review the suitability of our IMS policies, procedures, and practices.
- Implement improvements based on feedback, data analysis, and industry best practices.
- Pursue the highest possible standards in quality and environmental performance.
- Set and monitor measurable objectives to drive continual improvement.

**Minimise Environmental Impact:**

- Seek to prevent pollution and reduce energy consumption in our operations.
- Implement sustainable practices and promote resource efficiency.
- Reduce waste through enhanced recycling and waste reduction initiatives.
- Reduce carbon emissions by implementing energy-efficient practices and investing in renewable energy sources.

### Training and Supervision:

- Provide regular training, up-to-date information, and adequate supervision to ensure all tasks are performed safely and in an environmentally controlled manner.
- Highlight the impact of poor quality on our business and the importance of each employee's role in maintaining standards.

### Social:

- **Community Engagement:** Allow employees volunteer hours annually to support local community initiatives.
- **Employee Well-being:** Enhance employee engagement and satisfaction by implementing comprehensive wellness programs and increasing training and development opportunities.

### Governance:

- **Transparency and Accountability:** Publish an annual ESG report detailing our performance, progress, and areas for improvement in environmental, social, and governance metrics.
- **Ethical Business Practices:** Ensure employees undergo annual training on the company's code of conduct, anti-corruption policies, and ethical business practices.
- **Stakeholder Engagement:** Develop a stakeholder engagement plan to regularly consult with and incorporate feedback from key stakeholders, including customers, suppliers, employees, and the local community.

### Employee Involvement:

Achievement of this policy involves all staff, who are individually responsible for the quality of their work and their impact on the environment. We encourage employee ownership and involvement in our IMS through:

- Active participation in training programs and improvement initiatives.
- Regular communication of IMS policies and updates via our intranet and site notice boards.

### Stakeholder Communication:

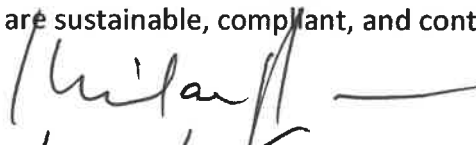
We will communicate this policy to our employees and make it available to customers and other interested parties through our website and upon request. Suppliers and visitors to our site are made aware of expected standards and are required to cooperate in maintaining these standards.

### Conclusion:

DCS Group is committed to providing high-quality products, exceptional customer service, and creating value for our customers and stakeholders while supporting the local community. By maintaining a robust IMS and adhering to our ESG commitments, we ensure our business operations are sustainable, compliant, and continuously improving.

Authorised by:

Date:

  
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