

Social Responsibility Procedure

1. Purpose

The purpose of this procedure is to establish Dynamic Energy Supply's commitment to social responsibility and to ensure that our activities have a positive impact on our employees, collaborators, and the communities we interact with, both onshore and at sea.

2. Policy and Core Commitment

At Dynamic Energy Supply, a profound sense of social responsibility lies at the heart of our sustainability commitment. We recognize that our operations influence not only our business but also the communities in which we work. We measure success by ensuring that our progress is shared with the communities we call home.

3. Procedural Areas

This procedure covers the following key areas of social responsibility:

3.1 Diversity and Inclusion

We are determined to lead by example by cultivating diversity and inclusion within our workforce.

- **3.1.1 Equal Opportunity:** Dynamic Energy Supply is committed to ensuring equal employment opportunities and opposing all forms of discrimination based on gender, race, religion, age, disability, or sexual orientation.
- **3.1.2 Inclusive Workplace:** We shall actively create an environment where all employees feel respected, valued, and empowered to contribute to their full potential.

3.2 Community Development and Educational Support

We are committed to strengthening the local communities we operate in through strategic engagement.

- **3.2.2 Educational Initiatives:** We shall support educational initiatives (e.g., internships, scholarships, mentorship programs) that strengthen local skills and capacity.
- **3.2.1 Local Engagement:** We shall proactively engage with local communities to understand their needs and minimize any negative impact from our operations.

3.3 Ethical Sourcing and Human Rights

Our success is based on ethical practices throughout our value chain.

- **3.3.1 Ethical Sourcing:** We shall engage in ethical sourcing practices that ensure our partners and suppliers adhere to high standards of labour practices.

- **3.3.2 Safeguarding Human Rights:** We are committed to safeguarding human rights throughout our supply chain, ensuring that no forms of forced labour, child labour, or unethical labour practices are accepted. Partners must sign a *Code of Conduct* as part of their contractual obligations.

4. Monitoring and Reporting

Our social progress must be monitored and measured. Success is not tracked in isolation, but in relation to the positive effect we have on our stakeholders.

- **4.1 Partnership Auditing:** Periodic audits of key suppliers and partners shall be conducted to ensure compliance with our policies on ethical sourcing and human rights.
- **4.2 Annual Report:** Progress in diversity and community initiatives shall be included in Dynamic Energy Supply's annual sustainability report.