



## Environment, Social and Corporate Governance Policy

This policy sets out how Dams Furniture Ltd (Dams) act responsibly on both a corporate and an individual level. We are proud to publicly display our commitment to being a socially responsible business, both internally and externally.

As an independent, family-owned company, built over 50 years, Dams recognises its responsibility to Environment, Social and Corporate Governance (previously Corporate Social Responsibility) and we believe that the long-term future of our business is best served by respecting the interests of all our stakeholders, customers, suppliers, employees, and the wider community.

### Environmental concerns:

- Climate crisis – Dams are committed to becoming Net Zero Carbon by 2035. Through engaging with energy experts, we have determined our Scope 1 and 2 Carbon Footprint and are completing the measurement and impact of our Scope 3 contributions. We regularly monitor our performance and publish our Carbon Reduction Plan on an annual basis and regularly meet to review and update energy and environmental plans.
- Environmental sustainability – we continually strive to improve our sustainable procurement and design of products to reduce the impact of our products on the environment both in their creation and life cycle. Dams hold FSC certification and further detail on our procurement can be seen on our Sustainable Procurement and Sustainable Timber Policies.

### Social concerns:

- Diversity – “Our People and Our Workplace” - Dams are committed to fairness, equality of opportunity and diversity in all its employment practices, policies, and procedures. We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected. We nurture and encourage incoming and existing talent, expand our skills and experience, and ensure that all employees are able to develop knowledge to enrich their contribution and carve their own career path.
- Human rights – Dams aims to develop relationships with customers and suppliers built on shared trust and communal responsibility. We have committed to ensure that all our suppliers have good business ethics and meet the standards we hold in high esteem. Dams has a zero-tolerance approach to any form of modern slavery, forced labour and human trafficking in our supply chain – full details can be found in our Modern Slavery Act policy.
- Charitable involvement – Dams understand that we have a responsibility to the local area, and we constantly strive to find new ways in which we can engage with local communities to improve people’s lives, which is why we are now working in partnership with The Big Help Project and Claire House. Funds are raised through various events held throughout the year, and employees are invited to take up voluntary work for the chosen charities. In addition to our chosen charity partners, we actively work with other local charities and regularly donate furniture that suits their needs.

### Corporate governance concerns:

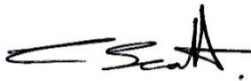
- Employee relations – communication and collaboration with our workforce is vitally important to improving our company ethos. Dams have formed multiple committees to aid

our ESG journey including a health and safety committee, a charity committee, and a green team. These groups include employees of different levels with one representative from each department who is the chosen voice of their work colleagues.

- Employee compensation – fair and equitable pay of all employees is an imperative for Dams and further information can be seen on our published Gender Pay Gap Report. Our ESG performance in employee compensation is audited regularly by two agencies EcoVadis (we are currently silver medal holders) and FISP.

Dams' policy is to deliver an excellent and quality-focused service, while ensuring that we are sustainably conscious and socially responsible. It is important for Dams that everyone we engage with has Environment, Social and Corporate Governance as a core principle. We are proud of our progress in ESG and are excited for our on-going journey.

Signed on behalf of Dams Furniture Ltd.

A handwritten signature in black ink, appearing to read 'Chris Scott', with a stylized flourish at the end.

Chris Scott  
Position: Managing Director

Date reviewed: 27/04/2023