



Corporate Social Responsibility (CSR) Policy

Introduction

At Dumarey Flybrid Ltd, we recognize that our business activities have a significant impact on society, the environment, and the economy. We are committed to operating in a socially responsible manner, which includes ethical business practices, environmental stewardship, community engagement, and contributing positively to the well-being of our employees, customers, and stakeholders.

Purpose

The purpose of this CSR policy is to outline our commitment to corporate social responsibility, define the areas in which we aim to make a positive impact, and provide guidance on how we integrate CSR into our business operations.

Scope

This policy applies to all employees, management, and stakeholders of Dumarey Flybrid Ltd. It covers all aspects of our operations, including supply chain, environmental management, employee relations, community involvement, and ethical governance.

Core Areas of Focus

Ethical Business Practices

- **Compliance and Governance:** We are committed to conducting our business in compliance with all applicable laws and regulations. We maintain transparent and accountable governance structures.
- **Anti-Corruption:** We have a zero-tolerance policy towards bribery, corruption, and unethical practices. All employees and partners are expected to act with integrity and honesty.
- **Fair Trade:** We engage in fair trade practices, ensuring that our suppliers and business partners are treated fairly and that we pay fair prices for goods and services.

Environmental Stewardship

- **Sustainable Operations:** We strive to minimize our environmental impact by implementing sustainable practices across our operations. This includes reducing waste, conserving resources, and minimizing emissions.
- **Energy Efficiency:** We are committed to improving energy efficiency in our operations and investing in renewable energy sources where feasible.
- **Product Responsibility:** We design and offer products and services that are safe, environmentally friendly, and sustainable throughout their lifecycle.

Community Engagement

- **Community Investment:** We invest in the communities where we operate by supporting local educational establishments and being involved in STEM initiatives with young people.
- **Volunteering:** We encourage our employees to volunteer their time and skills to community projects and offer paid volunteer days as part of our employee benefits.

Employee Relations

- **Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all employees are treated with respect and given equal opportunities to succeed.
- **Health and Safety:** We prioritize the health, safety, and well-being of our employees by maintaining safe working conditions, offering health benefits, and promoting work-life balance.
- **Training and Development:** We invest in the professional growth of our employees by providing ongoing training and development opportunities.

Stakeholder Engagement

- **Transparency:** We communicate openly with our stakeholders, including shareholders, customers, employees, suppliers, and the community, about our CSR efforts and performance.
- **Partnerships:** We collaborate with other organizations, NGOs, and government bodies to address social and environmental challenges and to promote sustainable development.

Implementation and Accountability

- **Leadership Commitment:** Our executive leadership team is responsible for the implementation of this CSR policy and for ensuring that CSR principles are integrated into our business strategy and operations.
- **Employee Involvement:** All employees are encouraged to participate in CSR activities and initiatives, and their involvement is supported by company leadership.
- **Monitoring and Reporting:** We will monitor and report on our CSR activities and performance on an annual basis setting measurable targets and reviewing our progress against these targets.

Review and Continuous Improvement

This CSR policy will be reviewed annually to ensure its relevance and effectiveness. We are committed to continuous improvement in our CSR efforts and will adjust our strategy and practices as needed to achieve our goals.

Conclusion

At Dumarey Flybrid Ltd we believe that responsible business practices are essential to our long-term success. We are dedicated to making a positive impact on society and the environment and to creating value for all our stakeholders through our commitment to corporate social responsibility.



Approved by: Tobias Knichel, Managing Director

Date: July 2024

Next Review Date: July 2025

This CSR policy is a living document that reflects our ongoing commitment to sustainability and ethical business practices. All employees, stakeholders, and partners are expected to adhere to the principles outlined in this policy