

DANAVIS ENGINEERING

Corporate Social Responsibility Policy

Revision 1

Overview

Danavis Engineering is an independent provider of Manpower and Service to the Marine Industry that builds strong alliances with our clients and customers around the globe. *Danavis Engineering* have been working with Clients around the world since 2016 and provided teams for many projects around the world. We specialize in developing tailored processes that maximize our client's operational effectiveness and deliver solutions to the industries' toughest problems. We offer quality services to the growing marine industry led by a team of experienced Engineers and Technicians. Our business is built to deliver solutions tailored to our client's needs.

Policy objective

Danavis Engineering company's objective is to generate sustainable prosperity through its business operations. *Our company* uses ISO 26000 and The Ten Principle of The UN Global Compact for our orientation and integrates its recommendations into our values and practices. *Danavis Engineering* considers it a useful instrument to identify issues where our small company can reasonably contribute to the development of society. *Danavis Engineering* is committed to always respect the safety and health of its employees, protect the environment, respect the human rights of the employees and the residents of the communities in which the company operates, and contribute to the sustainable development of those communities.

What is corporate social responsibility for us?

Danavis Engineering's Corporate Social Responsibility Policy outlines the company's values, guided by international ISO 26000 standards and The Ten Principle of The UN Global Compact, and driven by our aspiration for excellence in the overall performance of our business. Through the efforts of each of our employees, our company is determined to take pride in being responsible, respected, and welcomed.

Scope

This policy applies to our company. It may also refer to suppliers and partners.

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Policy elements

At *Danavis Engineering*, we define CSR as follows -

1. Conducting business in a socially responsible and ethical manner
2. Protecting the environment, respecting human rights, and safety of the people
3. Supporting human rights
4. Engaging, learning from, respecting, and supporting the communities and cultures within which we function

Business ethical conduct -

Danavis Engineering promotes ethical conduct and integrity throughout the organization. Our team operates according to fair and transparent standards. We conduct business with integrity and respect for human rights.

We promote:

- Respect of national and international law
- Every partnership and collaboration open and transparent
- Anti-bribery and anti-corruption practices
- Responsible sourcing and procurement practices
- Fair labour practices throughout our supply chain

Environmental sustainability -

Danavis Engineering focuses on reducing our environmental impact.

Examples of relevant activities include:

- Promotions of practical ideas to minimize resource use and a switch to more environmentally friendly technologies
- Electronic communication where possible
- Actively looking at reducing paper trails
- Recycling
- Reducing waste and water consumption
- Minimizing the use of harmful chemicals and materials.
- Using public transport and other environmentally friendly technologies

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Human rights and safety of the people -

Danavis Engeneering is dedicated to protecting human rights and ensuring the safety of the people. We are a committed equal opportunity employer and will abide by all fair labor practices. We ensure that our people thrive at work by providing a safe and inspiring workplace.

Danavis Engeneering will not knowingly:

- Risk the health and safety of our employees and stakeholders
- Make use of forced and slave labor
- Make use of child labor

Danavis Engeneering assure that we:

- Exclude discrimination in respect of employment and occupation
- Promote safety training programs and a culture of safety throughout the organization, and provide appropriate personal protective equipment
- Promote an active and healthy lifestyle, including food and snacks offered in work-related situations
- Create an engaging environment for all colleagues
- Support equality, diversity, and inclusion

Community engagement -

Danavis Engeneering supports community engagement and involvement:

- Support local charities and community organizations
- Promote volunteerism among employees
- Engage with local stakeholders to understand their needs and concerns

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All *Danavis Engineering* employees will strive to adopt the Corporate Social Responsibility (CSR) considerations described in this policy into their day-to-day work activities. *Danavis Engineering* management team will act as role models by incorporating those considerations into decision making in all business activities. *Danavis Engineering* management team will ensure appropriate organizational structures are in place to effectively identify, monitor and manage CSR issues and performance relevant to our business. *Danavis Engineering* is committed to being recognized as an organization considerate of CSR and recognizes that in doing so, we will add significant value to our shareholders.

This policy is kept under continual review.

This Policy Statement has been approved & authorized by:

Name: Allan Skovlund Nielsen

Position: Managing Director

Date: January 10, 2024

Signature:

