

POLICIES AND GUIDELINES

In August 2023, DIALOG introduced its **Sustainability Policy** which reinforces the Group's commitment to sustainability as part of our corporate mission. We believe that in addition to helping curb global climate challenges, sustainability will help drive business opportunities and success.

Policies and guidelines guiding the Group in its business and operations include:

Material Topics	Policies / Guidelines
 Waste & Effluent Management	<ul style="list-style-type: none"> • Surplus Materials Scrap Management Policy • Domestic & Scheduled Waste Management Policy
 Occupational Safety & Health	<ul style="list-style-type: none"> • HSE Policy • Process Safety Management Standard • HSEMS Manual • Management of Change
 Human Capital Management	<ul style="list-style-type: none"> • Internal Recruitment Policy • Human Capital Development – Training Policy
 Supply Chain Management	<ul style="list-style-type: none"> • Code of Business Ethics for Business Partners • Business Ethics Questionnaire
 Corporate Governance	<ul style="list-style-type: none"> • Whistleblowing Policy • Personal Data Policy and Notice • Fit and Proper Policy • Board Charter and Code of Ethics • Business Process Management Standard • Related Party Transaction Policy
 Anti-Bribery & Corruption	<ul style="list-style-type: none"> • Anti-Bribery & Corruption Policy
 Business Ethics	<ul style="list-style-type: none"> • Code of Business Ethics • Quality Policy • Sexual Harassment Policy
 Risk Management	<ul style="list-style-type: none"> • Risk Management Procedure
 Economic Performance	<ul style="list-style-type: none"> • Foreign Currency Policy and Procedures • Financial Instruments Policy and Procedures • Dividend Policy • Limits of Authority Guidelines

