



Dominic Lydon (Galway) Ltd

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Ethical Trading and Human Rights Policy

Dominic Lyon Galway Ltd (DLG) is committed to upholding the highest standards of ethics, integrity, and responsibility in all aspects of its operations. Our company has a number of principles and values that are fundamental to our culture and are contained within our Ethics Policy.

As part of an ongoing review of how we demonstrate adherence to these principles, we have examined our responsibilities and preferences in relation to sourcing materials from suppliers and potential suppliers. Following this review, DLG has developed this Ethical Trading and Human Rights Policy, which is endorsed by Directors Gary & Terry Lydon and guided by both industry best practice and international standards.

This policy is essential to upholding the reputation of DLG with all stakeholders. It addresses the main ethical and human rights issues that may arise in relation to product sourcing and sets out the standards of professionalism and integrity expected from all employees and business partners across our global operations.

Any doubts or uncertainties regarding ethical sourcing or human rights issues should, in the first instance, be referred to an immediate manager, supervisor, or the Directors direct for any guidance.

This policy expresses DLG's commitment to:

- Ensuring safe and fair working conditions for all employees.
- Managing social and environmental responsibilities throughout the company and its supply chain.
- Supporting organisations that uphold human rights principles wherever we operate.

Although there is no universal consensus on the exact boundaries of corporate responsibility in human rights, DLG is committed to ensuring that it is not involved, directly or indirectly, in human rights violations.

We operate in alignment with the Universal Declaration of Human Rights (UDHR) and in accordance with the International Labour Organisation (ILO) Core Conventions and other internationally accepted human rights standards.

We actively promote human rights through:

- Our employment policies and practices
- Our supply chain relationships, and
- The responsible use of our products and services.

Promoting and protecting human rights forms an integral part of our broader objective to be a leader in corporate responsibility.

Universal Declaration of Human Rights (UDHR)

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>

International Labour Organisation (ILO)

<https://www.ilo.org/publications/rules-game-introduction-standards-related-work-international-labour>

Terry Lydon

Mr Terry Lydon
Director

Date: 06/01/2026

Gary Lydon

Mr Gary Lydon
Director