



**DANSWORLD**  
INTERNATIONAL SERVICES LIMITED

# BUSINESS PRINCIPLES

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# INTRODUCTION

Dansworld International Services Limited (DISL) is a limited liability company and formed by its shareholders to become the best indigenous service provider and Facility management company in Africa working closely with multinationals companies on both local and international platforms. Our mission is;

- To execute with professionalism, foster teamwork and promote continuous professional development in every aspect of our work.
  - To carry out our work with care for the environment.
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- ❑ To achieve its mission, the company must add value and grow consistently, mainly by increasing its market share while upholding core values and business principles that governs how DISL operate and conduct business.
- ❑ Our Business Principles reflect our values and practices across four key areas:
  - ❖ Business Conduct
  - ❖ Employees
  - ❖ Sustainability
  - ❖ Corporate Social Responsibility



# BUSINESS CONDUCT

- ❑ DISL insists on achieving business success through honesty, obligation for upholding high standards of behaviour, integrity, and fairness in every aspect of our business and expects the same in our relationships with all those with whom we do business. We comply with all applicable laws and regulations of the country we operate in.
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# EMPLOYEES

- We aim to recruit the most appropriately skilled individuals and to create a safe workplace environment and a better future for all our people. We will not tolerate unfair discrimination and are committed to recruiting and promoting people on the basis of their potential and performance. We aim to create a culture that combines an entrepreneurial and team-based approach with ethical behavior. We believe that creating value for all our employees is the best foundation for a sustainable business.
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# SUSTAINABILITY

- ❑ As part of our Business Principles, we commit to contribute to sustainable development. This requires balancing short and long-term interests, integrating economic, environmental, and social considerations into business decision-making. we are committed to make an impact in our community. We are therefore committed together with other international organizations in the transformation of the world by supporting the UN Sustainable Development Goals. As an environmental management company, who hope to lead and influence the industry, we aim to operate using an ethical approach to support in the actualization of the UN SDGs.
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# CORPORATE SOCIAL RESPONSIBILITY

- ❑ At DISL we recognize the impact we have on the world and believe in making a positive difference in the communities in which we live and work. We aim to contribute to sustainable economic development - working with stakeholders and the community to improve the quality of life, in ways that are both good for business and good for development.
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# IMPLEMENTATION

- ❑ It is the responsibility of management to lead by example, to ensure that all employees are aware of these principles and behave in accordance with the spirit as well as with the letter of this statement. Employees know that acting in line with the principles is not optional and non-compliance can have disciplinary consequences. The application of these principles is underpinned by communication, which is designed to ensure that our employees understand the principles. As part of the compliance system, it is also the responsibility of management to provide employees with safe and confidential channels to raise concerns and report instances of non-compliance.
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❑ To create a coherent framework for conduct of business within DISL, these General Business Principles have been detailed further into the following documents:

- ✓ Corporate Governance Policy
- ✓ HR Policy
- ✓ Procurement and Vendor Policy
- ✓ HSE Policy
- ✓ Data Protection Policy
- ✓ Human Rights Policy