



IDG Group DMCC

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VISION AND ETHOS

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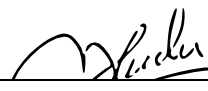

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VISION AND ETHOS

1. Scope

This document sets out IDG's view of what it is, what it seeks to do, and how it goes about doing its business. It aims to describe what it means 'to be IDG' and what we consider to be our way of doing things and thus what we expect of the people within IDG, and how we deal with those around us, and those with whom we interact.

It applies to everyone in IDG and all its subsidiaries and affiliated entities.

2. Founding Principles

IDG was founded to provide meaningful, rewarding and respectable careers for former Gurkha personnel. In doing so, IDG has expanded and grown from this founding principle to employ all manner of men and women, both international and local, to achieve our aims. Despite this, one core founding tenet will always hold true:

We seek to provide good jobs for good people.

3. Vision

IDG's vision has two parts:

First, IDG Group seeks to be a risk management services provider with a reputation for being **the very best for ethical and moral standards**. In particular, we wish to be, and to be known as, a company that has a deep and profound commitment to all the people who work for us and for those among whom we work.

Second, IDG seeks to be a **market leading provider of risk management services**, offering Governmental, commercial and NGO clients their services in challenging and complex regions and countries of the world. We wish to be a byword for sound, reliable and trustworthy partners and providers; offering peace of mind to our clients and a surety that they are in good, honest hands.

4. Ethos

IDG Group has established many policies that reflect our ethos in different ways. All our policies and procedures reflect our ethos, but of particular significance are:

- IDG Code of Conduct Policy
- IDG Anti-Corruption Policy
- IDG Recruitment Policy
- IDG Code of Business Ethics and Conduct Policy
- IDG Equality, Diversity and Inclusion Policy
- IDG Anti-Harassment and Bullying Policy
- IDG Anti-Slavery and Human Trafficking Policy
- IDG Human Rights Risk Management Policy

We believe, and strive to behave in a manner which reflects the following core principles of our ethos:

- Zero tolerance of bribery and corruption
- A deep commitment to our employees and their well-being in all regards
- Complete adherence to the Rule of Law
- Good treatment of client and suppliers
- A constant striving to be better.

5. What Does This Mean for Me?

IDG's Vision and Ethos require all employees and staff to understand and follow these vital and fundamental principles. They will require sensible interpretation, common sense, compassion and wisdom and your personal style, but in the final analysis IDG is about being good and doing the right thing. IDG, at all levels, will provide support and assistance to you in developing and embedding this ethos into you and your teams.