



Dehres Limited creates workplaces in which open communications among all employees are valued and respected. All staff is welcomed to raise concerns under this policy or report a potential violation of this policy and we are committed to make every effort to maintain confidentiality. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy and we will investigate, address and respond to the concerns of employees and take appropriate corrective action in response to any violation.



A handwritten signature in black ink, appearing to read "Simon Zion", written over a horizontal line.

Simon Zion

Director

January 20,2020

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