Corporate Social Responsibility Policy

Statement

MCS group recognises its responsibility to its employees, customers, suppliers, and the wider community. MCS group will comply with all relevant national and other applicable laws, and aim for continuous improvement in financial, social, and environmental performance. This Corporate Responsibility Policy sets out our values relating to the management of social, ethical, and environmental issues which include our commitment to;

- Developing and implementing systems to identify and manage significant risks to the Company arising from issues related to corporate responsibility.

Providing a supportive, rewarding and safe work environment by:

- Upholding the human rights of our employees.
- Supporting the principle of equal opportunities in employment.
- Providing a work environment that makes allowance for people with particular needs.
- Offering fair levels of remuneration.
- Providing employees with opportunities for education, training and promotion.
- Encouraging dialogue with employees through a clear and open system of internal communications.
- Protecting the health, safety and welfare of employees.
- Providing a grievance procedure by which employees can raise issues of possible concern.

Supporting communities in which we operate by:

- Providing local employment opportunities
- Using local supply chains to supply goods and services.

Minimising the impact of products and processes on the surrounding environment by:

- Applying the principles and provisions laid out in our Environmental and Sustainability Policies which are available on our website.

Encouraging our contractors and suppliers to adopt and implement these principles by:

- Building long term relationships with our contractors and suppliers
- Operating a prompt payment policy to all our contractors and suppliers
- Disseminating our CR policies to our contractors and suppliers
- Encouraging our contractors and suppliers to adopt recognised standards where appropriate (e.g. ISO 9001 & 14001).

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Corporate Social Responsibility Policy

Acting as a responsible supplier to support our customers, by:

- Operating to internationally recognised standards e.g. ISO 9001, ISO 14001.
- Providing customers with relevant product information including information related to health, safety, and environmental risks.
- The Board of Directors delegates the responsibility to oversee and for local implementation of Corporate Responsibility issues to the Managing Director and Senior Managers of our businesses.
- This policy and its implementation will be reviewed on a regular basis to ensure that it remains appropriate and relevant to the organisation, and it will be communicated to everyone working for or on behalf of MCS group.

Keir Edmonds, Managing Director

03rd January 2025

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