

**OUR COMMITMENT**

**This policy statement forms part of the MGL Group of Companies overall management systems**

MGL Group believe that CSR is integral to the company and our practices are set out company wide and embedded throughout our policies, procedures and everyday working practice. This policy summarises our approach to managing our social, ethical and environmental performance.

**Responsibilities:** The responsibility for implementing and determining company policies is derived by the Board of Directors. Gary Smith has been appointed as having overall responsibility for this policy.

**Employees:**

We are committed to:

- Providing a written contract of employment.
- Good workplace standards.
- Good Safety, Health Environment and Quality (SHEQ) standards.
- The Health & Safety of all those who are involved in or affected by our activities.
- Compliance with statutory rights.
- Employee job satisfaction, personal development and well-being.
- Equal opportunities in the workplace and providing an inclusive working environment.

**The Environment:**

The company aim is to sustain and improve the natural environment for the benefit of all. We are committed to:

- Working hard to reduce the carbon footprint of our offices, sites and premises.
- Reducing waste and maximising recycling opportunities.
- Using materials from sustainable sources and challenging material selection with our clients and supply chain partners.
- Finding solutions to reduce energy, water and fuel consumption.

**Economics and Community:**

- The company supports the practice of lean operations, adding value to our clients and end users.

- We work in partnership with our supply chain and encourage the use of local companies in the areas where we work.
- The company is committed to making a positive impact on the communities in which we work.
- We consider the impact of our actions on the local community, mitigating our actions through control measures and the monitoring of our works.
- We create employment in the local area both directly and indirectly through our supply chain.

The MGL Foundation Trust is a charitable organisation set up by the MGL Group with the aim of strengthening the role the company plays in the local community. We donate time, money and materials to various community groups and charities, particularly those associated with children, young people, engaging with education, Inspiring career choices, the promotion of sport, veterans, the elderly and our local hospice.

The company is on a continuous journey of learning and improvement and recognise CSR is vital to our future strategy and success. By behaving responsibly and earning the trust of our stakeholders we can become a more sustainable company and create a positive impact for future generations.

**Communication of Policy:** This policy is communicated to all employees and is made available to any interested party.

**Policy Review:** This policy statement will be reviewed on an annual basis and amended where appropriate

Gary Smith  
Chief Executive  
May 2019

