



OUR COMMITMENT

This policy statement forms part of our overall management systems

We believe that CSR is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

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

**Our Workplace:** We are committed to providing:

- Good workplace standards.
- Respectable health and safety requirements.
- Fair pay and conditions.

We aim to employ a workforce that reflects the diversity of our customers. Our employment policies, including a commitment to equal opportunity, are designed to attract and retain high-calibre people, regardless of age, gender, race, religion, disability, nationality or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. We offer flexible working where practicable, to help people achieve a work-life balance.

We believe effective employee communication and consultation is particularly important in achieving our business objectives. We value employees' opinions and seek to actively involve them in the decision making process. We expect every member of staff to take responsibility for their performance and to work together to achieve our goals.

**Our Environment:** Our aim is to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our environmental performance by improving the efficiency with which we use resources.

We aim to comply with all relevant environmental regulation and legislation.

We operate a robust environmental management system to ensure environmental issues are integrated into our business processes and practices.

We encourage all employees to participate in activities that aim to minimise the company's environmental impact. Environmental awareness training is provided to new members of staff. We communicate regularly with our stakeholders, including shareholders, employees and customers on matters of environmental policy and practices. We also encourage suppliers to adopt the highest environmental standards.

**Our Communities:** We make a positive impact on the communities in which we work in a number of ways. 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 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 our company has to play in our local community. We donate time, money and materials to various community groups and charities, particularly those associated with children, engaging with education, the elderly and our local hospice.

**Communication of Policy:** We will at all times ensure that all employees, temporary staff and subcontractors are made aware of this policy.

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

David Elliott  
Managing Director  
June 2016