




Environmental, Social & Governance Policy

Our People-led approach is built upon our purpose statement of Longevity and Legacy, delivered through our five strategic pillars, acting as advocates of our Values.

Our Values

 <p>Innovation is about looking for better ways to do things, suggesting new ideas or solutions to problems.</p>	 <p>Being a Team Player means looking out for each other, helping each other to achieve team/Company goals and going above and beyond.</p>	 <p>Having a good dose of Positivity is evidenced in your friendly approach and smile as well as always looking for and rewarding positive outcomes and using positive language and body language.</p>	 <p>Behaving with Honesty & Respect means being honest, owning up to mistakes, respecting others and being aware of the impact of your actions on others and ensuring no discrimination, harassment or victimisation.</p>
 <p>Being Reliable & Dependable is about being on time, doing what you say you will do and being consistent.</p>	 <p>Being Proactive means anticipating issues and opportunities and acting on them.</p>	 <p>Acting with Integrity is about doing the right thing, being trustworthy, professional and ethical.</p>	

Pro-active and **Positive** approach to the Environmental impact MCP and the sectors we operate within. Harnessing Technology and **Innovation**.

- Reduce carbon emissions
- Utilise locally produced products
- Comply with ISO 14001 – EMS strategy
- Source sustainable products
- Minimise waste to landfill
- Regulatory Compliance

Social

Our **MCP Family**, people first approach, aligned with our purpose ensures MCP approach our community in a **Pro-Active** way. Acting with **Integrity** and **Respect**.

- 75% of positions filled through succession
- 0.5% of revenue is invested in people programmes
- Provide a safe environment
- 10% of our people are on an apprenticeship
- 90% of our people are retained
- Community days – minimum of 1 day per person

Governance

Our processes and business rules are underpinned by our purpose, **Longevity & Legacy**. Being **Reliable & Dependable**

- Retain minimum of 50% of retained profit
- Independent Non-Executive Director & board oversight
- Transparent accountancy rules
- Compliance with ISO & accreditation body standards
- Board purpose aligned to stakeholders and Values
- Oversight of strategic risks



Mark Gelder
Managing Director