



Sustainability Policy

Legacy & Longevity – Climate Resilience

The scientific evidence is overwhelming: The climate is changing, and human activity is the primary factor in the acceleration of climate change over the past century. Regardless of how successful humans are at limiting the root causes of our warming planet, society is facing significant impacts—from more frequent and severe weather, ocean warming and acidification, extended periods of drought and extreme temperatures, and other deleterious effects of climate change. The ability to prepare for, recover from, and adapt to these impacts is called “climate resilience.”

Resilience is an increasingly common word in the climate change vernacular. Extreme weather events have shown that resilience is an essential component of any comprehensive climate action program because climate change is both a global and a hyper-local issue. The causes and the broad impacts affect everyone on the planet, but resilience efforts must be executed at the asset, neighbourhood, or individual level. It will take a combined and coordinated effort, like none ever seen before, to address this issue. The good news is that addressing these risks can not only protect people and property, but also generate economic activity that will create domestic jobs and drive prosperity.

At MCP, we have a dedicated Sustainability team led by Mark Gelder, MD:

- Anna West, Director of Talent & Relationships
- Rosie Hughes, Business Development Manager
- Tracy Collins, Bid Manager
- Josh Hutchins, Health & Safety Advisor
- Amy Parkin, People Manager
- Tony Wight, Business Intelligence Officer

Theme 1	Theme 2	Theme 3	Theme 4
Improving the communities where we work for the benefit of all who live, work and spend time in them	Growing and investing in our workforce to ensure that it is fit for the future	Developing a Total Property Asset Management Service and using our technical expertise to help our clients optimise the performance of their properties	Being a responsible business by operating sustainably and embracing technology to deliver a sector-leading service
Targets	Targets	Targets	Targets
1.25% of annual turnover invested in our communities	Expand our workforce to 280 by end 2026	Achieve client satisfaction score of 95%	Reduce carbon emissions intensity by 20% by 2030 from a 2022 baseline
200 work experience hours a year	100% of tradespeople multi-skilled by end 2025	Maximising asset life based on the actual performance of the assets	Divert 96% of non-hazardous waste from landfill by 2030
Every employee to have 1 fully paid days volunteering per year – no of hours invested (no of employees x 8.5 hours)	Investing in L&D – 1% sales annually	35% minimum of SV funds committed to Green Spaces or similar initiatives from 2023, increasing to 50% by 2030	Continually improve the quality of our digital services to enhance the customer experience
Apprentices and trainees represent 10% of our headcount annually		NPS score of 9-10	Partnership with provider of low emission/electric/hybrid vehicle provider as part of employee benefits package – 2023



Mark Gelder
Managing Director