

MCSA Group Ltd

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

MCSA Group is a socially and environmentally responsible company. Our activities have an impact on the environment, on people, the communities in which we operate, our customers and supply chain and broader society.

In all aspects of our responsibilities, we work closely with our employees, clients, suppliers and subcontractors. We strive for continuous improvement and to balance short-term and long-term interests as well as integrate economic, environmental and social considerations into our strategic decision-making.

This policy statement provides the basis for managing our corporate responsibilities through our policies, procedures and practices. Our Corporate Social Responsibility policy and standards are applicable to all MCSA Group employees.

CORPORATE GOVERNANCE

The starting points of Corporate Governance are good business practices (accountable, honest and transparent dealings by the management) and good supervision of this management.

We are accountable for ensuring we minimise our impact through responsible business practices, which go beyond our legal obligations, and by responding to the views of our stakeholders, while remaining a profitable, competitive and growing business.

OUR PEOPLE

We recognise the need to be able to attract, develop and retain employees with the potential, skills and experience necessary for the continued development of our business.

We are committed to equality of opportunity and an inclusive working environment where all employees are treated equally with courtesy, dignity and respect and where everyone feels valued. This is further explained in our Equality, Diversity and Equal Opportunities Policy.

We are committed to creating a learning culture, supporting our people in working to realise their potential and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness.

HEALTH, SAFETY AND WELL-BEING

We are committed to maintaining and continuously improving standards of occupational health and safety for all our employees. We expect the performance of our partners and suppliers to be comparable to ours.

ENVIRONMENT

We take all reasonable steps to manage our operations so as to minimise our environmental impact, understand, measure and manage our carbon footprint and promote good environmental practice.

MCSA has implemented schemes to recycle IT equipment and accessories and urges all employees to recycle paper as much as possible and to print necessary emails only. The Group also encourages the use of conference calls as an alternative to travelling to meetings and frequently reminds staff to turn off their computers, office lights, chargers or any other electrical equipment when leaving the offices at the end of the working day.

OUR CUSTOMERS AND SUPPLY CHAIN

MCSA Group complies fully with the statutory obligations placed upon us with regards to the Modern Slavery and Human Trafficking Act 2015. Please see our Anti-Slavery Statement published on our website. We fully expect our suppliers and customers to hold themselves to high standards with regards to supply chain transparency.

We will work with and support our customers in developing sustainable solutions to meet their needs. We will work with our supply chain to maximise value to all partners.

OUR COMMUNITIES

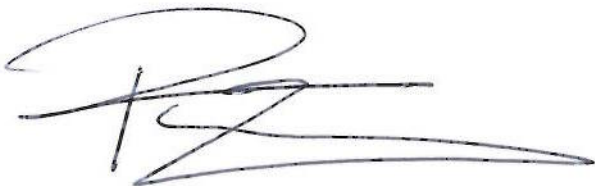
We aim to ensure that our activities cause the minimum of disruption to our neighbours and their communities and, where practical, make a positive contribution to those communities.

MCSA's employees regularly undertake fundraising for local and national charities and every employee is given the chance to be involved in these community activities.

MCSA also runs apprenticeship schemes which we actively encourage local candidates to apply for, if they are suitable for the role. By running this scheme, we are actively providing workplace opportunities for the new generations entering the work environment.

RESPONSIBILITY FOR THE POLICY

Overall responsibility for this policy is held by our governing Board of Directors.

A handwritten signature in black ink, appearing to be 'P. Timms', with a large, stylized initial 'P' and a long horizontal stroke extending to the right.

Paul Timms
Group Managing Director
MCSA Group Ltd