# Corporate Social Responsibility Policy

It is the aim of MC Ltd to achieve clear and definite standards of ethical behaviour throughout all areas of business. We take responsibility for creating wider benefits both within and around our business and endeavour to make our impact a positive one, which improves the lives of others and reduces the risk of harm to people and the environment.

**Business Conduct:** As a business we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically. Our reputation dictates a high level of quality, robust management systems and safe working environments. It is our goal to safely complete all projects on time, within budget and to the required quality. We operate a quality management system that is in line with BS EN ISO 9001:2015, which is linked to the group business strategy and key performance indicators.

**Supply Chain Management:** MC ltd only employs suppliers and sub-contractors whose ethics and values are aligned to that of our own. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided. Early novation of each project management team, suppliers and sub-contractors guarantees clients that we operate with a common goal and a shared vision from the inception. Site visits and other such informal audits of facilities are encouraged to develop a dialogue with suppliers and subcontractors that might further improve collaboration.

**Client Satisfaction:** Through excellent planning, employing quality people, and a commitment to innovation and value engineering we understand, meet and exceed the needs and expectations of our clients and stakeholders. Our dedicated team will ensure all clients are supported at the time of practical completion and beyond.

**Safety, Health and Environment**: As a member of CHAS, our commitment to Health & Safety is supported by our Health and Safety Manager and a team of externally employed professional Health & Safety Advisers who provide assistance at all levels throughout the company and continually monitor, review and report on performance to the Directors. This commitment is reflected in a continual improvement in accident figures over recent years and a reportable accident incidence rate. We are committed to planning and executing all operations in a manner that safeguards the health, welfare and safety of all employees, supply chain, clients, the public and end users. MC ltd advocate a behavioural safety and worker engagement approach to Safety, Health and Environment. A change in safety culture through training and incentive schemes will result in every worker becoming responsible for SHE in the workplace.

Additionally, the CSCS (Construction Skills Certification Scheme) will be adhered to on all of our projects, ensuring all employees coming on site are competent to fulfil their role. CSCS is the leading skills certification scheme within the UK construction industry. CSCS cards provide proof that individuals working on construction sites have the required training and qualifications for the type of work they carry out. The Scheme keeps a database of people working in construction who have achieved or are committed to achieving a recognised construction related qualification. We will continue to reduce our RIDDOR annually and work at all levels of the business to guarantee safety is our highest priority and strive to become an 'injury free workplace’

**Environmental Impact:** MC ltd will continue to look at reducing the impact we have on the environment as a result of our operations. Through innovation and a proactive attitude to waste and energy reduction we are committed to half the waste to landfill, we have a dedicated Managed Onsite waste solution provider. In line with the Government's Strategy for sustainable Construction we are fully committed to reducing the amount of waste generated by our activities and in particular the amount of waste going to landfill. Site Management Plans are prepared for every project - previously based on the 2004 DTI Voluntary Code of Practice and now in accordance with the requirements of the Site Waste Management Plans Regulations 2008. We work closely with our waste management contractors to divert as much waste as possible away from landfill. We work with our designers and project teams to ensure that less waste is produced.

# CORPORATE AND SOCIAL RESPONSILITY POLICY

**Sustainability:** While all construction activities have some impact on the environment, we are committed to keeping this to a minimum. We strive to ensure that our construction activities and the projects we deliver are not at the expense of future generations. MC Ltd strive toward finding new opportunities to work with clients and specialists in the development of pioneering and sustainable design within construction and management. Wherever possible we will use our influence with clients and their designers to improve the whole-life environmental performance of construction projects, to establish energy-efficient and sustainable solutions. This includes the specification of certified legal and sustainable timber. Our approach to sustainability and the environment is driven by the firm belief that we must consider the future today.

**Training and Development**: MC Ltd recognise that people are our most valuable asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training and development of employees we will retain the best possible talent. We adopt best practice in HR and training and aim to be an employer of choice.

**Community Engagement**: We are fully committed to adding value to the communities within which we work. Being a good neighbour means we actively interact with community groups and support educational initiatives. We nurture local business relationships through sourcing local labour, equipment and materials where possible and will continue to champion community engagement throughout the industry.

Director – Andrew Mackenzie Date – 02/12/2025