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### 1. Policy Statement

The McGrath Group is committed to embracing, supporting and enacting the core values contained in the UN Global Compact's ten principles. The procurement elements of our Sustainability Policy cover our approach to ethical trading. Our respect for the rights of labour are contained in our Policies covering equality, diversity, health and safety, recruitment, training and development.

Our commitment to observing and contributing to environmental best practice is applied via our Policies, Procedures and implementation of our Environmental Management System. Customer expectations are fulfilled using our quality management system to monitor and deliver consistently industry-leading standards of service.

### 2. Responsibilities

Our corporate values and commitments to discharging our responsibilities are embroiled across our organisation. The Group actively encourages full engagement from all employees in the approach to delivering our responsibilities. The Board of Directors are ultimately responsible for ensuring this policy is fully implemented and providing the arrangements to ensure our commitments regarding corporate social responsibility are fully met.

### 3. In Practice

The McGrath Group is committed to delivering best practice in corporate governance and discharging its social, economic and environmental responsibilities. These include:

- Ensuring the health, safety and welfare of all its employees, so far as is reasonably practicable. We also accept our responsibility for other persons who may be or can be affected by our activities.
- Minimising the impact our activities have on the local environment as well as their consequences for Global Climate Change. We operate an Environmental Management System (EMS) which provides us with a structured, systematic framework to identify and assess the environmental aspects of our work and develop/implement procedures to increase the sustainability of our processes and reduce the impact we and our clients and suppliers have on the immediate and wider environment.

We recognise that our business activities result in various environmental impacts. We will comply with all relevant legislation and other environmental requirements in order to act in a socially responsible manner. We strive continuously to improve our environmental performance and consider the environmental impact of our business decisions and expect the same from our supply chain partners.

- Maintaining and operating ethical standards in procurement and fair practices in trade. The McGrath Group is conscious that our purchasing decisions can impact on society and the environment beyond the immediate scope of our operations. We are therefore committed to ensuring that our supply chain recognise their responsibilities to the people they employ, the communities they affect and their impact on their local and global environment.

# CORPORATE SOCIAL RESPONSIBILITY POLICY



- Ensuring all applicants and employees experience equal opportunities and receive fair and equal treatment irrespective of sex, marital status, nationality, colour, race, age, national origin, religion, belief, sexual orientation or disability, creating work environments free of harassment and bullying where everyone is treated with dignity and respect. To mentor and encourage development among our staff.
- Striving to be a good corporate resident and fulfil our responsibilities to the societies and communities in which we operate, supporting the local communities which we serve and engage within the community supporting charity programmes.
- Being committed to providing safe, high quality, consistent, accessible and reliable services to our clients and to achieve or surpass their requirements and expectations.


Our processes and procedures for implementing our business values and these responsibilities are contained in specific, separate and more detailed documents which are implemented via our integrated Health, Safety, Quality and Environmental Management System which is certificated against International Standards ISO 9001, ISO 14001 and OHSAS 18001. These include:

- Health & Safety Policy
- Environmental Policy
- Quality & Diversity Policy
- Fraud & Malpractice Policy
- Client Care Policy
- Core Value Policy
- Bribery and Corruption
- Inclement Weather
- Shared Parental Leave
- Social Events
- Corporate Social Responsibility
- Bullying and Harassment
- Sustainability Policy
- Training & Development Policy
- Quality Policy
- Responsible Sourcing Policy
- Alcohol and Drug Policy
- Travel on Company Business
- Whistleblowers
- Worksafe
- Maintenance
- Safe Driving at Work

The effectiveness of this Policy and our ability to meet our commitments is monitored by gathering and analysing data about various aspects of our business using our integrated management systems resulting in annual management review update targets for the coming year.

This policy is displayed prominently on notice boards at all sites and workplaces.

This Policy will be kept under regular review.

Signed: 

**David McGrath, Managing Director**