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### 1. Policy Statement

The McGrath Group is conscious of its corporate social responsibilities and recognises 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.

The organisation takes a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. We uphold and support the UN Global Compact's Ten Principles regarding Labour rights, the Environment and Anti-Corruption.

### 2. Responsibilities

The Board of Directors is ultimately responsible for ensuring this policy is fully implemented and providing the resources to ensure our commitments regarding the procurement of products and services are fully met. Our Directors are also responsible for maintaining and implementing the management of our supply chain including the audits and validation.

### 3. In Practice

We understand the social and economic value in procuring locally where possible. This reduces traffic costs, fuel consumption and the carbon footprint of our operations while contributing to the social and economic welfare of the company's local community. Our aim is to recruit staff locally where possible and we are passionate about supporting local businesses and the community. Over 80% of McGrath's suppliers are based in London and over 50% are located within a 10 mile radius of our headquarters in East London.

- We work actively to ensure that zero ethical breaches occur by preventing all forms of corruption including but not limited to extortion and bribery.
- We comply with all domestic legislation/international conventions and protocols regarding employment.
- Our organisation will take account of the social and environmental impact of all our purchasing decisions.
- We consider all environmental, ethical and social impacts whilst meeting our business requirements.
- We engage with our supply chain partners to encourage continuous improvement in their Environmental, Social and Ethical performances.

This commitment includes not using child or forced labour and activities relating to the right of and entitlement of indigenous peoples.

# RESPONSIBLE SOURCING POLICY

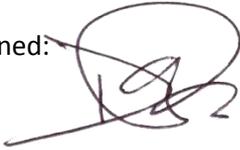
**MCGRATH**

Our organisation is committed to sourcing products and services ethically and we support the principles of Fair Trade and recognise the need to ensure better prices, decent working conditions and fair terms for workers in the developing world. All our employees are made aware of the principles of Fair Trade during induction training. As far as practicable materials will be purchased bearing the Fair Trade mark and certification.

McGrath operates a comprehensive audit scheme as part of our Integrated Management System. This includes annual audits of supply chain partners. Suppliers and subcontractors are required to complete/update a Supply Chain Questionnaire in order to join/maintain their place on our Approved List. Our Directors are responsible for validating the claims and evidence they supply. Where possible, partners that can demonstrate compliance with environmental good practice i.e. ISO 14001:2015 and adherence to basic human rights, working conditions and labour practices will be given preference.

This Policy will be kept under regular review.

Signed:



**David McGrath, Managing Director**