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1. **Policy Statement**

The McGrath Group is committed to embracing, supporting and enacting our Corporate Social Responsibility (CSR). We understand the importance of having a CSR Policy that provides long term benefits to its employees/clients.

2. **Responsibilities**

Our company's values and commitments to discharging our responsibilities are embroiled across our organisation. The company actively encourages full engagement from all employees in the approach to delivering our responsibilities.

Employees:

- Our company will ensure employees are treated fairly with dignity and consideration for their goals and inspirations.
- 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.

Health and Safety:

The company will never knowingly compromise health and safety standards to meet Business Operational Objectives.

- So far as is reasonably practicable, we also accept our responsibility for other persons who may be or can be affected by our activities.

Environmental Impacts:

- 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, our clients and suppliers have on the immediate and wider environment.

CORPORATE SOCIAL RESPONSIBILITY POLICY



Sustainable Development:

- Our company will not tolerate human rights abuses; we will not engage or be compliant in any activity that solicits or encourages human rights abuse.
- Maintaining and operating ethical standards in procurement and fair practices in trade. The company 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.

Relationships with Customers:

- We are honest and fair in our relationships with our clients, we pride ourselves in our transparent quality service, we are committed to understanding and exceeding our clients' needs and expectations. We recognise that our business activities result in various environmental impacts.
- Fostering loyalty by investing in customer relationships management and product service innovation.

3. In Practice

Our performance in relation to the society in which we operate and our impact on the environment is a critical part of measuring our overall performance.

All employees will adapt our Corporate Social Responsibilities described in this policy into their day to day work duties.

The company is committed to delivering best practice in Corporate Governance and discharging its social, economic and environmental responsibilities. These include:

Ensuring the occupational health and safety our priority is to ensure that all people work in a safe environment where effective systems of work are maintained and appropriate procedures and processes are in place.

The company will never knowingly compromise health and safety standards to meet Business Operational Objectives.

- So far as is reasonably practicable, we also accept our responsibility for other persons who may be or can be affected by our activities.
- 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.

CORPORATE SOCIAL RESPONSIBILITY POLICY



- With diversity being embraced within our workplaces 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.

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 should be read in conjunction with our other operating policy documents.

Our processes and procedures for implementing our business values and our responsibilities are contained in specific, separate and more detailed documents which are implemented via our Integrated Quality, Environmental.

We also operate an integrated management system which is certified against international standards ISO 45001:2018 (Health & Safety Management), ISO 9001:2015 (Quality), ISO 14001:2015 (Environmental) and ISO 50001:2011 (Energy) ensures our products and services are supplied safely, consistently and sustainably.

Internal assessments of our operations will be performed to determine if this policy or any others including procedures and processes fulfil their objective.

Signed:

A handwritten signature in dark ink, appearing to be "D. McGrath", written over a circular scribble.

David McGrath, Managing Director