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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 are 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.

However, this policy's responsibilities are interlinked with our commitments made in our integrated approach to Corporate Social Responsibility.

3. **In Practice**

We understand the social, environmental 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 the company'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.

- We will work with our suppliers to ensure that we are continuously improving all aspects of our Corporate Social Responsibility.
- Our Health & Safety Policy states our commitment to 'ensuring the health, safety and wellbeing of our employees and other people who may be affected by our activities, and to continually improve our safe working environment'. We seek to ensure that our suppliers join us in this by committing to their own Health & Safety policy and demonstration of safe practices.
- We expect our strategic suppliers to work to an Environmental Management System which meets internationally recognised standards and for other suppliers to be making progress towards this. We will engage with our suppliers to develop programmes to reduce our impact on the environment including energy usage, transport, packaging, raw material usage, renewable and recycled materials and water usage. We have a target to send no waste to landfill.
- To support the procurement of energy efficient products and services and design for energy performance improvement.
- We ensure that our employees receive training, support and development opportunities to enable them to make a fulfilled and sustainable contribution to the company. We treat all stakeholders fairly and with respect and uphold fundamental labour rights. We will ensure our strategic suppliers have the necessary controls and processes in place to uphold the ten principles outlined in the UN Global Compact.
- We engage with the communities which are local to our operations and aim to make a positive contribution through economic, social, educational and charitable activities. We also seek to support broader, national community initiatives in a variety of ways.
- Our integrated management system enables us to monitor and review our own performance and that of our suppliers. We engage independent assessors to verify our performance and work closely with regulators to ensure that both preventative and reactive measures, where necessary, are used effectively.

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

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.

The company 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 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 blue ink, appearing to be "DM", written over a circular scribble.

David McGrath, Managing Director