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1. Policy Statement

The McGrath Group recognises that the environment, communities and cultures within which we operate are vital to the success of our business. Responsible environmental leadership is one of the company’s core values and underlines our commitment to sustainable development and to making a positive impact on society.

We aim to deliver sustainable solutions and are dedicated to improving sustainability performance that not only helps our clients to meet their objectives but also contributes to creating a low carbon economy and supporting thriving, vibrant communities in the process.

The company is committed to promoting protection of the environment, supporting charities, local communities, promoting equal opportunities and ensuring safe and efficient working best practices.

2. Responsibilities

The Board of Directors are ultimately responsible for ensuring this policy is fully implemented and providing the resources to ensure our commitments to sustainability are fully met. Our Environmental Team is responsible for integrating our sustainability goals throughout our operations and implementing the key activities we adopt to contribute to sustainability and communicating them to our staff and supply chain. All company employees and supply chain partners have a responsibility to ensure these are adopted.

The company is committed to promoting protection of the environment supporting charities, local communities, ensuring safe and efficient working best practices.

3. In Practice

The company provides clear and fair terms of employment for its employees with a fair remuneration policy.

Encouraging a harmonious working environment with zero tolerance to bullying or to any form of harassment linked to an individual’s sex or other personal characteristics.

We operate an Environmental Management System (EMS) which is certificated against International Standard ISO 14001:2015. This provides us with a structured, systematic framework to identify and assess the environmental aspects of our work, to develop and implement procedures to increase the sustainability of our processes and reduce the impact we and our clients have on the immediate and wider environment and the consequences for global climate change.

We operate an Energy Management System (EnMS) which is certificated against international standard ISO 50001:2011. This provides a framework of requirements to use energy more efficiently, and fixes targets and objectives which can be monitored.

The recycling industry has a key role to play in reducing the consumption of natural resources and the company is very conscious of its environmental responsibilities. The company has embarked upon a holistic strategy to introduce carbon management into our standard methodology and management processes to help identify areas where environmental performance could be improved.

Examples of carbon reduction activities include the introduction of traffic planning management systems and development of wharf facilities which replace road with water borne transport.

An EnMS target being to reduce the company Carbon Footprint by 2% CO₂ tonnes annually.

The company introduced the world's first waste report which calculates the carbon emissions generated during the waste management process and is fully compatible with Scope-3 Greenhouse Gas (GHG) Reporting Protocol.

The company is committed to implementing the very highest ethical standards and ensuring the procurement and purchasing decisions are made with reference to the principles of Fair Trade. The company adopts zero tolerance to bribery and corruption.

The company has developed sophisticated state-of-the-art systems to ensure our clients' wastes are managed in as sustainable way as possible. We have developed a Zero-to-Landfill system for processing wastes and the company provides industry-leading recycling rates.

The company is dedicated to continuously improving on our sustainability performance and to comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.

- Encourage and develop our employees and supply chain partners to conduct their activities in an environmentally responsible manner.
- Consider all environmental factors in our operating decisions and activities giving full consideration to environmental issues and energy performance including the procurement of all goods and services.
- Implement energy awareness training for staff at all levels
- Identify and support energy management initiatives.
- Set and review energy objectives and targets.
- Monitor and minimise our use of water, fuel and other energy supplies.
- Completion of regular energy audits.
- Installation of water saving devices.
- Adapt best operational practices to reduce environmental impacts of our activities and policies.

- Replacement of printers with energy rated multi-function devices.
- Introduction of e-payslips, electronic billing and reporting to reduce carbon footprint as a result of printing and consumables.
- Use of recycled materials in our stationery requirements.
- Accessing current carbon footprint and ways to offset.
- Continuously review our pollution output.
- Offer career development, supporting our team to be diverse, engaged, motivated and competent – working together towards the sustainable success of our business.
- Improve resource efficiency, sustainable consumption and production throughout our operations.
- Encourage ideas and innovation, internally and with our supply chain, that can create financial savings and benefit our customers, society and environment.
- Commit to measuring our impact through Health, Safety and Environmental performance data, employee engagement surveys, customer satisfaction feedback and our financial performance.
- Achieve and maintain high levels of sustainable working that enhance our reputation and those of our clients.
- Ensure compliance to all regulations and statutory bodies with regard to the environment and sustainability.
- Collaborate within partnerships and supply chains and seek to embed “sustainable thinking” across activities throughout.
- Reduce any adverse impacts on the communities our operations affect, while simultaneously seek to source locally to aid local economies.
- Engage local communities through education, project liaison, and support them through charitable work, sponsorship and other support initiatives.

The company acknowledges its responsibilities as an employer: This involves developing the skills and creativity within its workforce and our continued Professional Development programme seeks to promote career progression. The company also embraces the concept of diversity with reference to its workforce and actively promotes equal opportunities in full compliance with the Equality Act 2010.

We have embedded processes and procedures to ensure that we support and contribute to the communities which we serve. Activities to sustain this aim include recruiting staff and sourcing goods and services locally where possible. Donating complimentary waste services to charities or deserving causes and contributing to community events.

SUSTAINABILITY POLICY



This policy will be reviewed annually, and be adapted if changes to the company occur. This policy will be communicated to all staff via the intranet and copies will be posted on all of our office noticeboards. Furthermore, it will be made available to members of the public via the company's website and on request.

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