



Corporate Social Responsibility Policy

Introduction to Our Corporate Social Responsibility (CSR)

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. Our policy aims to guarantee that our company works ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business, and that our business considers carefully the responsibilities it has in terms of sustainability. MCC intends to meet, and aims to exceed any relevant legislation, and if legislation does not exist in a particular area, we aim to ensure that we carry out best practices anyway.

MC Conservation is committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Who We Are and What We Do?

MC Conservation Ltd is a company engaged in construction. The company aims to provide the best quality product for our clients with integrity and honesty. The company's Director is Thomas Scopes who is a qualified surveyor together with an experienced team in construction matters spanning over 30 years. MCC is a small/medium sized company specialising in historic and important building.

Looking after Employees

To retain loyal and productive staff, we believe is vital to maintain a good working environment.

- We meet legislation such as being an Equal Opportunities Employer as per the Human Rights Act 2010 and comply with the Modern Slavery Act 2015.
- We have a comprehensive H&S Policy, employ an outside professional consultant and subscribe to HS Xpert.
- We engage in regular Staff training, appraisals and personal development.
- We have an open-door policy for any staff concerns or communication, and a clear line of management.
- We ensure staff are paid correctly and on time, and our full-time accounts manager ensures wages meet/ exceed the National Minimum/ Living Wage, and that employees are engaged in our Nest pension scheme. Company vehicles and equipment are also provided.
- The company ensures that HR issues are met and dealt with appropriately via our qualified external HR advisor.
- The company has social events, training and teambuilding activities.

Looking after Customers

MCC recognises that it is so important to look after our customers, to make sure that they have a positive and lasting impression of our business.



- To improve customer satisfaction and retention we keep open lines of communication with our customers and train all staff to follow this protocol.
- MCC engages in all HS legislation and follows all advisement and training. We have an outside consultant that we engage to quality check this and managers to also check the quality of our services.

Suppliers' Standards

MCC recognises that it is vital to ensure that we use good suppliers and maintain a good working relationship with them. We require them to:

- Adhere to the Modern Slavery Act 2015
- Operate in line with the Bribery Act 2010
- Use local suppliers as much as possible
- Adopt and adhere to an environmental, sustainability and modern slavery policy
- We are committed to paying suppliers properly and on time and monitored by our account's manager.
- We are also committed to having clear communication lines with suppliers with regular meetings and annual social events

Protecting the Environment

MCC is committed to reducing the environmental impact that our business activities may have.

- We are committed to and monitor waste reduction, re-use and recycling.
- Our site managers are encouraged to measure water usage and implement any water saving measures possible.
- We encourage responsible purchase of materials used within the business, whether they are recyclable or can be made from recycled material.
- We encourage greener transport by the following:
 - Encourage staff to car share or use public transport to get to work if possible.
 - Encourage staff to use greener fuels in their vehicles if possible.
 - Our company vehicles are regularly maintained and we aim to ensure these are as energy efficient as possible.

Community Engagement

As a business, we are committed to engage with our local community. Examples include the following:

- Sponsorship to: local charities, sports clubs, and societies.
- Support our named and local charities by donating time i.e. staff participation in volunteering days.
- Supporting the surrounding community by employing local people.



MC Conservation Ltd

- MCC is actively involved with two named charities: Tadworth Childrens Trust (for children with brain injuries) and the Not Forgotten Association (for ex and injured service men and women) that we devote our time and fund-raising efforts towards.
- MCC adheres to the ethics and principles of The National Trust through our associated working with them.

Measurement

MCC is committed to regularly monitoring and assessment as to whether or not these measures are working. We aim on every project to have a debriefing which is a record the achievements accomplished as a result or identify ways to improve.

This Policy is reviewed annually

Signed	<i>Thomas Scopes</i>
Position	Director
Dated	27.03.2024