



MICHAEL LONSDALE GROUP

Corporate Social Responsibility Policy Statement

The Michael Lonsdale Group inclusive of (Michael Lonsdale Ltd, Michael J Lonsdale Ltd, Michael J Lonsdale (Electrical Ltd) MJL Midlands Ltd), recognises that our business activities have direct and indirect impact on the communities and environment in which we operate.

As a responsible employer we are committed to the principles of fair trade, respect for human rights and environmental protection.

We recognise the need to ensure that our activities are conducted in such a way as to:

- Comply with all relevant legislation
- Demonstrate fair and ethical business practices
- Respect the human and civil rights of all employees including the employees of our suppliers and subcontractors
- Minimise risks to the health, safety and well-being of our employees, and anyone who might be affected by our acts or omissions
- Control and minimise our environmental impact

in order to meet the expectations of all our shareholders – employees, customers, suppliers and the wider community.

To meet the standards set out in these principles we will ensure that systems and procedures are in place, in respect of:-

- Health, safety & welfare – plant, systems of work, places of work and working practices will be safe and without risk, so far as reasonably practicable
- Environment – minimising pollution, resource consumption or depletion, and waste generation, so far as reasonably practicable
- Human rights – we reject the use of forced labour and child labour. We respect employees' rights to a living wage, freedom of association, equality of opportunity and freedom from discrimination, and we will select suppliers and contractors that also respect those rights.
- Business conduct – procedures to ensure fair competition, open & fair treatment of suppliers and subcontractors, prevent bribery or corruption, and to meet or exceed the business standards set out in legislation and in the Company Codes of Conduct

while maintaining and improving the current high standards of the services we deliver.

Our senior management team are responsible for integrating the CSR General Objectives into the business and for reporting to the Board of Directors.

The Board of Directors will review and develop the policies and objectives in light of reported progress.

For and on behalf of Michael Lonsdale Group Board of Directors

Name: Gary Herbert
 Position: Chief Executive Officer
 Date: 10th January 2023