

We at MSL recognise the growing importance of conducting our business in an ethical way and taking account of our impact economically, socially, and environmentally over and above legal requirements.

The Company has worked hard to build and maintain a business to benefit employees, our customers and the wider communities we work within. We aim to encourage social, environmental and ethical responsibilities in our employees while improving business performance and client focus.

This commitment can be demonstrated under the following main headings on which performance against set targets and objectives can be measured and reported on:

- Commitment to Health & Safety Management
- Recognising Environmental responsibility and balancing this with the commercial interests of the business including control of pollution, energy and water efficiency, and the protection of biodiversity
- Sustainability (see separate Sustainability Policy Statement)
- Waste Management
- Procurement & Supply Chain
- Employees
- Community
- Customers

A copy of this Policy will be displayed on all premises under the Company's control and brought to the attention of all employees and others working for the Company.

Organisation

It is the responsibility of the Managing Director Justin Mylchreest to ensure that all objectives of this policy are met and upheld.

- He will also provide advice and support to all parts of the business and to promote and support achievement of the objectives
- New employees are made aware of these all company objectives during the induction processes

Arrangements

The following deals with how the responsibilities under 'organisation' will be carried out:

- The Company will monitor and review targets and objectives to ensure compliance with legal and other requirements
- Training will be delivered to employees to raise the awareness of those aspects of our business which have an impact on occupational health, safety and the environment

- Our operations will be organised in order to minimise pollution and disturbance to our neighbours and the general public and to protect natural habitats on construction sites

MSL is constantly striving to protect, so far as is reasonably practicable, the environment, local communities, employees and others that may be affected by its operations. We recognise that the success of this Policy depends on the combined efforts of all individuals and to this end will fully support any individual encountering difficulties implementing this Policy.

Signed

Justin Mylchreest – Managing Director

Issue Date **April 2018**

Review Date **April 2019**