

# Sustainability Policy

## INTRODUCTION

Sustainability focuses on meeting the needs of the present without compromising the ability of future generations to meet their needs. The concept of sustainability is composed of three pillars: economic, environmental, and social, also known as profits, planet and people.

MPI Limited (MPI) is committed to creating a sustainable society by actively managing the company in a way that balances its economic, environmental and social objectives. Sustainability considerations are woven throughout the business and we are committed to adopting more sustainable ways of working wherever possible.

## PROFITS

Our strategic planning and routine decision-making balance environmental and social needs with making sound financial decisions.

We like to look back to move forward and being able to trace our roots to 1962, demonstrates our history of economic sustainability. Our longevity is unmatched and it helps us to do things differently. We recognise the importance of delivering an affordable and sustainable recruitment service and advocate responsible commercial and operational practices across the business. To operate economically in a sustainable manner, we:

- Consider the risks and opportunities to the business as part of the planning process.
- Ensure compliance with all relevant legislation and standards.
- Endeavour to exceed the expectations of our customers, our suppliers and our stakeholders.
- Conduct all of our business dealings in an honest and ethical manner as outlined in our Anti-Fraud, Bribery, Money Laundering and Corruption Policy MPI 127 and Anti-Tax Evasion Policy MPI 019.
- Share our profits with our employees.
- Create professional relationships with our suppliers and make payments to them on time.
- Consider, environmental, safety and ethical criteria and standards when selecting suppliers.
- Continue to invest in technology and in our people to sustain our business in a low carbon future.

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## PLANET

As an office-based services company our environmental impact has always been relatively small. MPI is however committed to the principles of responsible stewardship as detailed in our Environmental Policy MPI 072 by:

- Complying with the environmental laws, regulations and codes of practice that relate to our activities.
- Defining and implementing an environmental management system and communicating it to our employees.
- Assessing the environmental impacts of activities and ensuring risks are adequately controlled.
- Having stringent targets for the consumption of raw materials, electricity, water and fuel.
- Minimising waste according to the principles of 'reduction, re-use and recycle.'
- Limiting business travel by air or car to a minimum, reducing emissions to air.
- Transitioning our fleet of company cars to those with low emissions.
- Promoting sustainability awareness and practice amongst all staff, encouraging them to play their part in minimising impacts to the environment.
- Continually improving our ISO14001 environmental management system.

## PEOPLE

Sustainability embraces our employees, temporary labour and the wider community and:

- Adhere to the spirit of all applicable human rights, employment laws and regulations, treating work seekers, clients and others without prejudice.
- Maintain a safe working environment.
- Promote health and wellbeing.
- Aim to be a fair, respectful and inclusive company.
- Pay fair wages to our staff and agency workers.
- As gold members of the Supply Chain Sustainability School, we aim to assess, benchmark and improve our practices, to clearly define its sustainability approach and engage with and develop our people.
- Carry out our business practices in a way that is sensitive to our neighbours.
- Continue to adjust our business model to support sustainable ways of working.

**Approved by:** E. Pearson Chair

*Edward Pearson*