

INTRODUCTION

“This Statement” means this ESG and Responsible Sourcing Statement. “ESG” means Environmental, Social and Governance.

“Supplier” in this Statement means MATTHIAS CONSTRUCTION MATERIALS (SOUTH EAST) LIMITED and their supply of any goods, services or facilities to the Customer at any time.

“Customer” in this Statement is any company who has purchased any goods or services from the Supplier at any time.

SUPPLIER COMMITMENT

This Statement sets out the minimum standards that must be met by the Supplier in order to assist the Customer to maximise its ability to meet the ESG Commitment.

Environmental

The Supplier will:

- Ensure that its operations, the goods that it manufactures and the components that it incorporates into its goods comply with all applicable environmental protection laws and regulations and require its goods and services supply chain to do so.
- Operate management procedures to include environmental factors and carry out environmental audits when required.
- Continuously improve environmental performance and integrate recognised environmental best practice into business operations.
- Act to reduce the carbon footprint of business activities.
- Encourage development of sustainable products, processes and equipment with concern for the future of the environment.
- Promote a culture of environmental awareness amongst all employees
- Have in place a suitable environmental management system for identifying and managing environmental risks and hazards
- Focus on action to conserve resources and energy and to increase recycling rates.
- Minimize its negative effect on biodiversity, climate change and water scarcity.
- Swiftly respond to accidents or incidents that have a potential to threaten the environment.
- Manage and dispose of all waste in a responsible manner in ways that show concern for the environment.
- Manage waste generated from business operations and site recovered waste according to the principles of reduction, re-use and recycling.
- Inspect, identify, classify, report and advise on remediation or recovery of customer site waste.
- Use packaging materials that comply with all applicable environmental laws and regulations.
- Ensure that as many recovered waste materials as possible are recycled.
- Ensure that it safely handles and transports all hazardous or toxic materials and products.

Social

The Supplier will:

- Comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes, including the Modern Slavery Act 2015 and other laws etc. prohibiting forced or compulsory labour, child labour, bonded labour, prison labour).
- Not infringe any internationally recognized human rights, including those recognised in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
- Provide and maintain a working environment free from all forms of discrimination, harassment and bullying, (e.g. union membership or political affiliation, gender, gender identity or expression, gender reassignment, sexual preference, race, colour, caste, creed, religion, nationality or national origin, ethnicity or ethnic origin, ancestry, age, marital or pregnancy status, civil partnership or disability)
- Not discriminate in selection, engagement, placement, training, promotion, transfer or compensation or other treatment or dealing with any employees on the basis of union membership or political affiliation, gender, gender identity or expression, gender reassignment, sexual preference, race, colour, caste, creed, religion, nationality or national origin, ethnicity or ethnic origin, ancestry, age, marital or pregnancy status, civil partnership or disability or any other characteristic.
- Permit employees' freedom of association, union membership and collective bargaining, in accordance with applicable laws, in order to protect or represent their interests.
- Comply with workplace health and safety laws and standards, and will take steps to mitigate risks to health and safety in the workplace, prevent workplace hazards and work-related accidents and injuries.
- Provide fair and competitive remuneration (including overtime premiums), benefits, working hours, attendance, leave and sick leave policies, ensuring as a minimum that remuneration is sufficient to cover basic living requirements and that working hours do not exceed the maximum permitted by applicable laws and industry standards.
- Encourage employees to participate in appropriate further education and training (including any education or training that the Supplier or its goods and services supply chain is able to provide in-house) which supports their work-related development.
- Support the local community by employing local people where and to the extent appropriate and reasonable to do so.

Governance

The Supplier will:

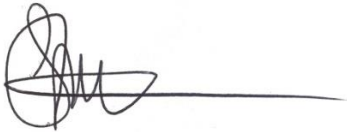
- Ensure that it complies with all applicable local and national laws and regulations, relevant standards and codes of practice relating both generally and in particular to transparency and corporate governance.
- Ensure that it has clear and effective governance for ESG.
- Promote strong oversight and transparency at all levels of its organization.
- Establish and maintain high standards of business ethics conduct, and promote a culture of integrity, honesty, ethical and responsible conduct in its business activities and behaviours.
- Comply with all applicable laws relating to bribery and corruption (including the Bribery Act 2010) prohibit any bribery or corruption of, or by, any of its officers or employees.
- Prohibit any money laundering by any of its officers or employees.
- Maintain and implement policies covering anti-bribery and corruption, code/s of conduct, conflicts of

interest, privacy and human resources, as part of the governance structure of the Supplier.

- Comply with all applicable data protection laws and requirements (including the UK GDPR) when processing any personal data on behalf of the Customer, and maintain appropriate privacy and data security measures to protect the integrity and confidentiality of information held on its systems (including information supplied by the Customer and information of employees goods and services supply chain, and ensure that there is no unauthorised access to any such information by third parties including its goods and services supply chain.
- Ensure that its products and services meet all relevant standards of safety and quality.

Review

This Statement will be reviewed on an annual basis.



Shazna Matthias
Managing Director, MCM SE Limited
6 FEBRUARY 2024