



The MCR Group Statement of Diversity and Inclusion

The MCR Group foster a diverse, inclusive and equitable workplace. Each employee within our organisation should feel valued and respected regardless of age, race, ethnicity, gender, national origin, sexual orientation or identity, education, or disability. The MCR Group initiate a non-discriminatory approach when it comes to providing equal opportunities for employment and advancement. This is activated across all departments, functions and worksites. We value and respect diverse life experiences, cultures and heritages and will ensure that all voices are heard.

The MCR Group is committed to modelling a diverse and inclusive organisation within the industries applicable to our services and activities, maintaining an inclusive environment with equitable treatment for all persons within. In our effort to provide informed and authentic leadership for cultural equity, The MCR Group endeavour to:

- View diversity, inclusion and equity as a connection to our mission and is pivotal to ensuring the well-being of our staff, supply chain and clients we serve.
- Acknowledge and disassemble any inequities within our company policies, systems, functions or services and update the policies accordingly.
- Investigate potential underlying assumptions that may interfere with inclusiveness.
- Support and advocate for strategic thinking about how systemic inequities can impact our workflow, and how it can be addressed while consistently supporting our mission.
- Challenge assumptions of the qualities it takes to be a strong leader within our organisation and who is best suited to provide leadership.
- Practice and encourage transparent and effective communication with each interaction.
- Explore and expand more diverse leadership within our Board of Management, staff, clients, and supply chain.
- Lead with utmost respect and tolerance. All employees are encouraged and expected to embrace this attitude, to be reflected in our workplace interactions and daily practices.

The MCR Group abides by the action items listed below, helping to promote inclusion and diversity within our organisation:

- Pursue cultural competency by developing formal, effective and transparent learning opportunities and policies.
- Source and aggregate research related to equity and applying the research to progress us towards our goal of diversity, inclusion and equity throughout the organisation.
- Expand offerings and pool resources by connecting with other organisations committed to diversity and inclusion where possible.
- Develop information on diversity, inclusion and equity to be provided internally to all staff members.



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Diversity and Inclusion Policy



- Create a system that will allow more of a conscious and intentional process during hiring, evaluation and promotion. The Personnel department and relevant managers will be trained on such processes.
- A salary or wage range will be included with job descriptions posted publicly.
- Advocate for private and public sectors to promote diversity, inclusion and equity policies and challenge policies or systems that create inequity, disparity and oppression.

Signed:

A handwritten signature in black ink, appearing to read 'Kealan Turley', written over a horizontal line.

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Kealan Turley
CEO
MCR Group

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