

MCR GROUP CORPORATE SOCIAL RESPONSIBILITY POLICY



SCOPE

This Corporate Social Responsibility Policy applies to all operations, employees, customers, stakeholders, and third parties associated with MCR Group and its subsidiary companies, including SAR Group, W39 Services, and Greenscene. It governs our internal and external relationships, detailing the ethical standards expected in dealings with colleagues, customers, stakeholders, and third parties. Reflecting our commitment to CSR, this policy highlights our dedication to assessing and positively influencing the community, environment, marketplace, and workplace. This scope ensures MCR Group upholds the highest integrity and responsibility in all activities, driving sustainable and beneficial impacts across all areas of our business.

DOCUMENT REVISION CONTROL AND APPROVAL

REV.	DATE	DESCRIPTION OF CHANGES	APPROVED BY
00	04/01/2024	Original issue	Isabela Loughrey
01	16/05/2024	Change of template to comply with QMS.	Kealan Turley
02	08/01/2025	Annual Review – No changes	Kealan Turley

CORPORATE SOCIAL RESPONSIBILITY POLICY

This policy statement applies to all of the operations of MCR Group and sets out the minimum standards which we expect from employees in their internal and external dealings with colleagues, customers, stakeholders and third parties. In accordance with Ireland's National Plan on Corporate Social Responsibility (CSR), MCR Group takes account of the impacts of our activities on the community, environment, marketplace and the workplace.

Basic Standard of Conduct

- We will conduct every aspect of our business with honesty, integrity and openness, respecting human rights and the interests of our employees, customers and third parties.
- We will respect the legitimate interests of third parties with whom we have dealings with during the course of our business.

Prepared by	Reviewed by	Date	Doc. Number	Version/Rev.
Isabela Loughrey	Joe McGivern	08/01/2025	IMS-POL-0004	02

- We will maintain the highest standards of integrity – for example, we will not promise more than we can reasonably deliver or make commitments. We will act in a socially and environmentally responsible manner and promote sustainable development where possible.

We believe these principles are integral to our business, employees, customers and the areas we work in. MCR Group has policy statements defining our commitment to sustainable development, dignity at work, health and safety, quality and environmental along with our company business objectives and other supporting policy statements. These all support our CSR policy.

Our focus areas are:

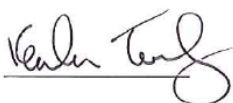
- Investing for the long term through assessment, training and development.
- Acting as a responsible business and work environment.
- Co-operating with our immediate communities and the areas we work in.
- Engaging with customers and suppliers and reacting in a positive and pro-active manner.
- Managing our environmental aspect/impacts, reporting on our carbon footprint and target setting.
- Maintaining effective health and safety management systems, quality and environmental, and maintaining accreditation to the specific standards.

Communicating our Policy

We actively communicate our policies internally to all our employees. Policies supporting the principles of the CSR policy are also communicated as appropriate to our customers, suppliers, subcontractors and interested parties as applicable. MCR Group believes that effective communicating of our CSR policy is promoted through action through our activities in the community, environment, marketplace and the workplace. A register of these actions is readily available for employees, customers, stakeholders and third parties.

Signed:

Date: 08/01/2025

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

Kealan Turley
CEO

Disclaimer: The content of this policy also applies to MCR Group subsidiary companies, including SAR, W39, and Greescene Group.