

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. It governs our internal and external relationships, detailing the ethical standards expected in dealings with colleagues, customers, stakeholders, and third parties. 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
03	19/01/2026	Annual Review – Updated Policy Structure	Kealan Turley

CSR VISION AND COMMITMENT

MCR Group is committed to conducting its business in a responsible, ethical, and sustainable manner, creating long-term value for employees, customers, communities, stakeholders, and the environment.

Our vision is to integrate responsible business practices into all operations, ensuring that economic success is achieved alongside positive social and environmental impact.

MCR Group is committed to:

- Upholding the highest standards of ethical business conduct and integrity
- Protecting the environment and minimising our environmental footprint
- Supporting social wellbeing through positive workplace practices and community engagement
- Maintaining strong corporate governance, transparency, and accountability

Prepared by	Reviewed by	Date	Doc. Number	Version/Rev.
Isabela Loughrey	Joe McGivern	19/01/2026	IMS-POL-0004	03

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.
- We will maintain the highest standards of integrity.
- 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 sustainability, Labour & Human Rights, Diversity, Inclusion and Equality, health and safety, and other supporting policy statements. These all support our CSR policy.

CSR STRATEGIC OBJECTIVES:

MCR Group's CSR strategy is designed to support sustainable growth while managing social, environmental, and governance risks.

Our key objectives are to:

- Integrate sustainability principles into business planning and decision-making
- Reduce environmental impacts across our operations
- Promote a safe, inclusive, and supportive workplace
- Contribute positively to the communities in which we operate
- Encourage diversity, equity, and equal opportunity
- Ensure compliance with all legal, regulatory, and ethical standards
- Engage with customers and suppliers and react in a positive and proactive manner.
- Act as a responsible business and work environment.
- Maintain effective health and safety management systems, quality and environmental, and maintain accreditation to the specific standards.

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

CSR PILLARS, INITIATIVES AND GOVERNANCE:

MCR Group's Corporate Social Responsibility framework is structured around three integrated pillars: Environmental Responsibility, Social Responsibility, and Ethical Governance. These pillars guide our actions and initiatives, ensuring responsible and sustainable business operations.

Environmental Responsibility

MCR Group is committed to minimising environmental impact and promoting sustainable development across all operations.

We achieve this by:

- Monitoring and reducing carbon emissions
- Improving energy and resource efficiency
- Implementing paperless and digital processes where possible
- Reducing waste and increasing recycling initiatives
- Managing natural resources responsibly
- Applying sustainable sourcing and procurement practices

Social Responsibility

MCR Group strives to create a positive and inclusive working environment while contributing meaningfully to the communities in which we operate.

Our commitments include:

- Supporting employee wellbeing, engagement, and professional development
- Delivering training and career development programmes
- Maintaining robust health and safety management systems
- Promoting diversity, equity, and equal opportunities
- Fostering a respectful and inclusive workplace culture
- Developing community partnerships and supporting charitable initiatives
- Encouraging employee volunteering and community participation

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Ethical Governance and Oversight

Strong governance underpins the effective implementation of our CSR commitments.

MCR Group ensures responsible management by:

- Adhering to a comprehensive Code of Conduct and ethical standards
- Maintaining full compliance with applicable laws, regulations, and industry standards
- Promoting transparency, integrity, and accountability in decision-making

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.

Continuous Improvement

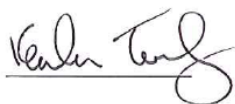
CSR performance will be reviewed annually to ensure ongoing progress, innovation, and alignment with stakeholder expectations.

Policy Commitment

MCR Group is committed to embedding Corporate Social Responsibility into everyday operations and long-term strategy. All employees, contractors, and partners are expected to support the principles of this policy.

Signed:

Date: 19/01/2026

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

Kealan Turley

CEO