

# MCR GROUP SUSTAINABILITY POLICY



## SCOPE

This Sustainability Policy applies to all operations, employees, customers, stakeholders, and third parties associated with MCR Group, including its subsidiary companies. It encompasses our commitment to compliance with legal requirements, minimizing environmental impacts, optimizing resource efficiency, promoting energy and water conservation, reducing waste, preventing pollution, and managing environmental risks. The policy outlines our approach to continuous improvement, sustainable procurement, and fostering environmental awareness and training among our employees. It also includes our strategies for tracking and reducing our carbon footprint, ensuring proper communication and implementation of sustainability practices throughout the organization.

## DOCUMENT REVISION CONTROL AND APPROVAL

| REV. | DATE       | DESCRIPTION OF CHANGES                                   | APPROVED BY   |
|------|------------|----------------------------------------------------------|---------------|
| 00   | 04/01/2020 | Original issue                                           | Kealan Turley |
| 01   | 05/01/2021 | Annual Review – No changes                               | Kealan Turley |
| 02   | 07/01/2022 | Annual Review – No changes                               | Kealan Turley |
| 03   | 11/01/2023 | Annual Review – Carbon Footprint information included    | Kealan Turley |
| 04   | 05/01/2024 | Annual Review – Procurement Process information included | Kealan Turley |
| 05   | 28/05/2024 | Change of template to comply with QMS.                   | Kealan Turley |
| 06   | 08/01/2025 | Annual Review – No changes                               | Kealan Turley |
| 07   | 07/01/2026 | Annual Review – No changes                               | Kealan Turley |

## SUSTAINABILITY POLICY

MCR Group is aware that its business activities impact upon the environment and is committed to ensuring these activities have the least possible detrimental effect. 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.

| Prepared by      | Reviewed by   | Date       | Doc. Number  | Version/Rev. |
|------------------|---------------|------------|--------------|--------------|
| Isabela Loughrey | Kealan Turley | 07/01/2026 | IMS-POL-0015 | 07           |

## **Basic Standards of Conduct**

MCR Group is committed to:

- Complying fully with all relevant legal requirements, codes of practice and regulations.
- Assessing the environmental impacts of our operations, continuously seeking to reduce these impacts and improving our resource efficiency through reduction of energy, water use and waste.
- Promoting environmental and energy awareness in our employees through participation and training.
- Working with our customers to make more environmentally sensitive choices.
- Monitoring our progress to ensure ongoing improvements in our environmental performance.
- Communicate this policy to stakeholders and the public and work with our neighbours to reduce the impact of our operations.

Our focus areas include the following topics:

- **Energy:**
  - Reducing our carbon footprint as part of a carbon management strategy.
  - Optimise energy efficiency and conservation in all operations.
  - Controlling and managing energy efficiency in our business and promoting the use of energy efficient appliances and equipment throughout the company.
  - Reducing the impact of transportation in our business activities by transitioning our vehicle fleet to electric or lower-emission models
  - Assess the feasibility of installing renewable energy systems, such as solar panels, at our facilities.
  - Tracking our carbon footprint by implementing systems to measure and monitor carbon emissions from our operations and setting reduction targets.
- **Waste:**
  - Actively promote reduce, reuse and recycling both internally and amongst our suppliers and customers.
  - Reducing packaging on all our products where feasible.
  - Minimising waste generation by applying reuse and recycle options where possible.

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- Minimise waste generation and unnecessary resource usage during the stages of planning, design and operation of new and existing business activities.
- Water:
  - Intensifying our efforts to decrease water consumption across all operations through the implementation of water-saving technologies and practices.
  - Investing on water-efficient equipment across our operations which reduce water consumption compared to traditional methods.
  - Continually promote the use of micro-fibre cloths, super-concentrated cleaning agents, and other eco-friendly cleaning materials which reduce the water consumption across our operations and/ or within our supply chain
- Risk Management & Pollution Prevention:
  - Identifying and mitigating environmental risks associated with our operations to prevent pollution.
  - Implementing best practices to prevent pollution and minimize environmental impact.
  - Ensuring proper handling, storage, and disposal of hazardous materials to prevent contamination and pollution.
  - Developing and maintaining emergency response plans to address potential environmental incidents.
- Continuous Improvement:
  - Setting specific improvement targets, monitoring progress, and communicating results internally.
  - Develop specific objectives to continually improve our environmental performance.
  - Set objectives and targets for continuous improvement.
  - Measure and review our performance regularly and communicate the results.
  - Continual performance improvement in minimising environmental impacts of our business.
  - Promoting continuous improvement by setting, monitoring and reviewing our environmental targets and objectives.

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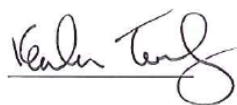
- Procurement:
  - Choosing suppliers and contractors that adopt best environmental practices and make this the procurement policy of our company.
  - Purchasing products and services that have the least environmental impact (where feasible).
  - Encouraging suppliers and contractors to implement sustainable environmental systems.
  - Minimising the use of hazardous chemicals and solvents.
  - Using materials, fittings and furnishings from sustainable sources
- Awareness/training:
  - Encouraging environmental awareness among our employees through appropriate communication and training programmes.
  - Promoting environmental awareness throughout our business.
  - Ensure all employees understand our sustainability policy and conform to its standards.
  - Continuous training of all staff in all environments related issues.
  - Informing and motivating all of our staff and encouraging them to play an active role in committing to our environmental policy.

### **Communicating Our Policy**

MCR actively communicates our policies internally to all our employees. Policies supporting the principles of the sustainability policy are communicated as appropriate to our customers, suppliers, subcontractors and interested parties as applicable. A register of these actions is readily available for employees, customers, stakeholders and third parties.

Signed:

Date: 07/01/2026

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

**Kealan Turley**

**CEO**

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