

MCR GROUP
DIVERSITY, EQUALITY
AND INCLUSION POLICY



SCOPE

At the MCR Group, we recognize that diversity, equality, and inclusion are essential for fostering innovation, creativity, and success. Our Diversity, Equality, and Inclusion Statement reaffirms our commitment to creating a workplace where everyone feels valued, respected, and empowered.

This statement outlines our dedication to embracing diversity in all its forms, promoting equal opportunities, and fostering an inclusive culture where differences are celebrated. By upholding these principles, we strive to build a dynamic and vibrant workforce that reflects the rich tapestry of our society.

DOCUMENT REVISION CONTROL AND APPROVAL

REV.	DATE	DESCRIPTION OF CHANGES	APPROVED BY
00	04/01/2024	Original issue	Isabela Loughrey
01	28/05/2024	Change of template to comply with QMS.	Kealan Turley
02	08/01/2025	Annual Review – No changes	Kealan Turley
03	25/09/2025	Updated section: MCR Group's Diversity, Equality, and Inclusion Approach	Kealan Turley
04	19/01/2026	Annual Review – No changes	Kealan Turley

DIVERSITY, EQUALITY, AND INCLUSION POLICY

At MCR Group, our commitment to fostering an inclusive and equitable environment is unwavering. MCR Group celebrate diversity and value the unique contributions of all individuals, recognising that it enriches our organisation, fuels innovation, and strengthens our ability to deliver exceptional services to our clients. This policy reflects our dedication to creating a workplace where every employee is respected, valued, and empowered with equal opportunities.

Diversity and Inclusion

MCR Group embraces diversity in all its forms – race, ethnicity, gender, age, sexual orientation, disability, religion, and socio-economic background. Our culture promotes respect, appreciation, and understanding of these differences among employees, clients, partners, and communities MCR Group serve.

Prepared by	Reviewed by	Date	Doc. Number	Version/Rev.
Isabela Loughrey	Kealan Turley	19/01/2026	IMS-POL-0032	04

Equal Opportunity

MCR Group is committed to offering equal employment opportunities based on skills, qualifications, and merit. Discrimination or harassment based on protected characteristics is strictly prohibited across our organisation.

Inclusive Workplace

MCR Group strive for an inclusive workplace fostering collaboration, open communication, and mutual respect. All employees are encouraged to share ideas, perspectives, and feedback in a supportive environment.

Training and Development

Continuous learning and development are vital to promoting diversity, equality and inclusion. MCR Group provide ongoing training to enhance awareness, understanding, and cultural competency, addressing unconscious bias and promoting inclusive leadership.

Supplier Diversity

MCR Group values supplier diversity, collaborating with diverse suppliers reflecting the communities MCR Group serve. MCR Group aim to create opportunities for underrepresented suppliers to participate in procurement processes and contribute to our success.

Accountability and Reporting

MCR Group monitor diversity, equality, and inclusion progress through assessments and reporting, identifying areas for enhancement and tracking initiative effectiveness.

Zero Tolerance for Discrimination and Harassment

MCR Group uphold a zero-tolerance policy against discrimination, harassment, or unequal treatment. Reporting such behaviour is encouraged and appropriate action will be taken in accordance with our policies.

Continuous Improvement

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

Our journey toward diversity, equality, and inclusion is ongoing. MCR Group commit to evaluating and enhancing policies, practices, and programs to create an environment where all individuals can thrive.

MCR Group's commitment to diversity, equality, and inclusion is evident in our actions. By fostering a culture of respect, equality, and collaboration, MCR Group strive to create a stronger, more innovative, and inclusive workplace for our employees, clients and partners.

MCR Group's Diversity, Equality, and Inclusion Approach

In alignment with these values, MCR Group initiates a non-discriminatory approach that guarantees equal opportunities for employment and advancement across all departments, functions and worksites. MCR Group value and respect diverse life experiences, cultures, and heritages, ensuring that every voice is heard.

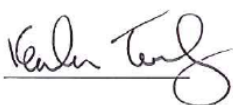
To actively model a diverse and inclusive organisation, MCR Group commits to:

- Integrating diversity, inclusion, and equality with our mission to enhance staff, supply chain and client well-being.
- Identifying and dismantling any inequities in our policies, systems, functions and services through continuous updates.
- Investigating assumptions that might hinder inclusiveness.
- Supporting strategic thinking on addressing systemic inequities while maintaining consistent support for our mission.
- Redefining leadership qualities and roles to challenge preconceptions.
- Encouraging transparent communication in every interaction.
- Promoting diverse leadership representation within our Board of Management, staff, clients and supply chain.
- Leading with respect and tolerance, reflecting these values in daily practices.

By integrating these principles, MCR Group ensures a dynamic and inclusive workplace that respects and empowers every individual.

Signed:

Date: 19/01/2026

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

Kealan Turley

CEO

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