

Sustainability Policy



MPW believes in the value of sustainable actions and strive to be Net Zero Carbon emissions by 2050. We strive to account for the economic, social and environmental impact of our business as best we can, by empowering our people to limit our environmental impact on the planet. We play an important role in society with our employees delivering services that create a safe and better environment in which millions of people live and work.

This policy sets out how we manage our approach to be a sustainable, environmentally responsible and energy efficient business. It applies to all employees.

Policy Objectives

- Deliver sustainable profitable growth while satisfying our moral, legal, contractual and environmental obligations
- Have satisfied clients
- Make a positive contribution to the communities in which we work
- Enable our people to be engaged, safe and respected
- Ensure the availability of information and resources to achieve our objectives
- Strive to mitigate or eliminate our impacts on the environment
- Strive to reduce our use of fossil fuels, energy, water, waste and natural resources
- Strive to reduce our energy consumption, carbon emissions, costs and improve our environmental performance
- Have an aligned supply chain
- Strive to apply our sustainable approach to new services

Moral, legal and contractual obligations:

We must understand and fulfil our moral, legal and contractual obligations, ensuring this is followed through in our operations. Processes must be in place to evaluate and ensure contractual obligations are fulfilled, with regular review.

Clients:

Customer satisfaction is a key measure of our success, and all operations and customer relationship management should be undertaken with our client satisfaction in mind. The appropriate systems and processes must be in place to nurture our client business relationships whilst striving to deliver with sustainability at the forefront.

People:

MPW must ensure the most appropriate talent pipeline is available to fulfil the current and future needs of our business and our clients' requirements. To ensure the safeguarding of our employees, clients and wider community, we implement responsible labour practices by supporting the health, well-being, training and development of our employees. Our Health and Safety systems and supporting programmes identify risk and have mitigation measures in place to drive safe working behaviours. Our policy requirements detailed with our Equality, Diversity and Inclusion policy and Health and Safety policy supports these requirements.

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Social Value and Responsible Business:

MPW believes that contributions should be made to the communities in which we work. We support and encourage dialogue with local community organisations and activities by our employees for our mutual benefit. Reputation and community investment is measured as part of our key performance monitoring and is reviewed within our management reviews. MPW constantly strives to find areas to invest within the local community as per our CSR commitments. Programmes supported include but not limited to:

- MPW Student of the Year award in Hospitality and Business Management studies in local colleges;
- Supporting a local sports team with the provision of uniform
- Supporting the homeless with a meal and room for Christmas
- Joining the Armed Forces Covenant to support and promise to treat both those who have served and family of those who have served are treated fairly and offered every opportunity of employment

Environmental and Energy Management:

Our environmental policy clearly sets our goals regarding the environment. At all times, MPW will endeavour to manage our environmental impact in a responsible manner and reduce our carbon footprint.

We will ensure our people understand our environmental impacts and are provided with the information and resources to reduce them. Sustainability awareness must also include looking at opportunities to enhance our environmental and energy performance. We will implement systematic reporting procedures on sustainability with GRI based reporting as part of our pledge to become a more sustainably led company in our journey to net zero carbon emissions.

Supply Chain:

We will act in a responsible manner when it comes to selecting supply chain partners and use our example to enhance the environmental performance throughout the chain.

Driving and promoting continual improvement:

Meaningful and sustainable objectives and targets shall be used to drive continual improvement in our environmental and social value delivery.

Report our performance:

As our sustainability program develops, we will aim to ensure our performance is quantified and documented publicly through our website.

Responsibilities

The Managing Director is responsible for the implementation of this policy and ensuring that resources are made available to meet our corporate responsibilities.

Managers are responsible for implementing and enforcing the processes and procedures, ensuring awareness of responsibilities and receive appropriate training.

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Employees are responsible for carrying out their work in line with this policy and associated procedures. Any behaviour that falls short of the expectations of this policy should be challenged and any identified breaches should be reported to their line manager.

Monitoring each of the underlying policy commitments of the policy is the responsibility of the Managing Director to ensure that our performance in respect of this policy is consistently achieved. To this end the policy will be reviewed annually at the Annual Review Meeting.

Caroline Taylor
Director

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