



## Corporate Social Responsibility

### Corporate Social Responsibility Mission Statement

*“Midas is committed to ethical behaviour and to sustainable economic development while improving the quality of life for their workforce, their families as well as the local community and society at large”*

### Ethics Statement

- 1. Clients:** The Midas Group will serve its clients with honesty, integrity and professionalism. We will provide our services with care, skill, competence and diligence consistent with the best interests of our clients.
- 2. Standards of Practice:** We will provide our services in a manner consistent with the established and accepted standards of the profession and with the laws and regulations which govern its practice. We will avoid conduct that would be considered unethical.
- 3. Competition:** We will maintain our professional reputation by competing fairly with our competitors at all times.
- 4. Remuneration:** We will negotiate fairly and openly with clients in establishing a basis for compensation. We will charge fees and expenses that are commensurate with the services to be provided and the responsibilities and risks to be assumed. We will remunerate our staff fairly.
- 5. Public Welfare:** Midas will not tolerate racial, sexual or political discrimination. We will hold the health, safety and welfare of our staff and the public in the highest regard and will seek ways to continuously improve our performance in this arena.
- 6. Internal Support:** Midas will conduct itself in the interests of our clients, staff and the wider community. We will actively promote honest and ethical behaviour and will support and protect anyone who ‘whistle-blow’ within the business where illegal or unethical conduct is concerned.

Approved and signed by

Alan Hope

Chief Executive

1st February 2021

(Originally created on 26th August 2010)

A handwritten signature in black ink, appearing to read "Alan Hope", is written over the printed name.

# Corporate Social Responsibility Policy

<p><b><u>Customers</u></b></p> <p>We will listen to their views, exceed expectations and remain agile to respond to market requirements and competitive pressures</p>	<p><b><u>We will achieve this by:</u></b></p> <ul style="list-style-type: none"> <li>• Exceeding our customers expectations and meeting the challenges placed on us to deliver against contracts</li> <li>• Placing safety &amp; sustainability at the heart of our business and customer objectives</li> <li>• Respecting diversity and considering the needs of users with special needs</li> <li>• Forging long term and mutually beneficial relationships with our customers</li> <li>• Establishing a delivery model which integrates design, procurement and construction effectively</li> </ul>
<p><b><u>People</u></b></p> <p>We will respect their views, provide a safe and healthy working environment and conduct business with integrity</p>	<p><b><u>We will achieve this by:</u></b></p> <ul style="list-style-type: none"> <li>• Investing and developing the skills and capabilities of the workforce through the Midas Academy and other mechanisms</li> <li>• Understand the needs of our people by consulting regularly and acting on what we hear</li> <li>• Remunerating our employees fairly</li> <li>• Valuing the diversity of our people</li> <li>• Complying with all relevant employment and Health &amp; Safety Standards</li> </ul>
<p><b><u>Community</u></b></p> <p>We will continue to support the communities in which we work and seek to behave with integrity through engaging in consultation and contributing to the economic and social well being of that area</p>	<p><b><u>We will achieve this by:</u></b></p> <ul style="list-style-type: none"> <li>• Actively encouraging participation in community projects</li> <li>• Supporting local businesses, charities and the economies in which we work</li> <li>• Operating in a way which does not affect the safety of those around us</li> <li>• Working in Partnership with councils, planning authorities and regulatory bodies</li> <li>• Respecting the diversity of communities in which we operate and being sensitive to local needs</li> </ul>
<p><b><u>Environment</u></b></p> <p>We will seek to minimise the environmental impacts of our activities on the surrounding environment and communities, minimise pollution and develop intelligent solutions to ensure continuous improvement in our environmental performance</p>	<p><b><u>We will achieve this by:</u></b></p> <ul style="list-style-type: none"> <li>• Following the ISO:14001 certification</li> <li>• Fully committing to sustainable development and our Environmental Policy</li> <li>• Complying with further relevant environmental legislation and standards</li> <li>• Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can</li> <li>• Seeking alternative solutions which encourage sustainable construction and more efficient waste management</li> </ul>
<p><b><u>Suppliers</u></b></p> <p>We will work as an integrated team with our supply chain to provide safe and healthy working environments and pursue best practice.</p>	<p><b><u>We will achieve this by:</u></b></p> <ul style="list-style-type: none"> <li>• Providing safe and healthy working conditions for everyone working with us</li> <li>• Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products</li> <li>• Seeking the views of suppliers and acting on what we hear</li> <li>• Engaging our suppliers in our standards and policies</li> <li>• Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability</li> </ul>