



## **MPE CORPORATE SOCIAL RESPONSIBILITY POLICY**

MPE Limited (MPE) of Hammond Road, Knowsley Industrial Park, Liverpool, L33 7UL, United Kingdom, is cognisant of and committed to its corporate social responsibilities. MPE cannot exist in isolation and is part of a bigger system of people, values, other organisations and nature.

### **Policy Brief & Purpose**

MPE's Corporate Social Responsibility (CSR) policy refers to MPE's responsibility toward and the impact MPE has upon the wider community.

### **Impact of MPE's Operations on Society**

MPE is a significant employer within the Knowsley area of Liverpool, with over 80% of MPE's employees residing within the local area. MPE is committed to providing sustainable and stable employment for all employees and remunerating all employees fairly. MPE is also committed to the provision of continued training opportunities for its employees, as demonstrated within its established apprentice scheme and NVQ level courses.

MPE is committed to maintaining its established relationships within the local area, including with its constituency MP, local chamber of commerce, local council and higher training establishments.

### **Environmental Impact of MPE's Business Operations**

MPE operates a continuous improvement philosophy across all business areas. This is not only limited to working practices and processes related to product delivery but also spans elimination of and disposal of waste and employee activities. MPE is committed to the elimination of any 'hazardous' materials within its operations.

MPE is committed to recycle wherever possible. MPE segregates recyclable waste, such as cardboard/paper across its office, engineering, manufacturing and despatch environments. Standard operating procedures for the disposal of waste are in place across the business.

MPE commits to utilise recyclable packaging materials wherever possible.

MPE commits to consider environmental impacts when planning the manufacture and delivery of any orders.

### **Relations with Employees**

MPE maintains an employee handbook, regularly reviewed with employees. This handbook, contains MPE's ethical and mandatory policies. Topics cover; employee benefits, diversity, equality, health, safety and welfare.

MPE is committed to regular communication with its employees via the use of in person briefings and newsletter publications, informing employees about aspects of the business.

**Relations with Clients and Suppliers**

MPE has established policies in regard human rights, slave labour, ethical material sourcing and counterfeit materials. These policies are compliant and in line with the UN Guiding Principles on Business and Human Rights and the US legislation on the supply of 'conflict minerals' (the Dodd-Frank Act of 2010).

Policies are communicated with MPE's distribution partners, with distribution partners committing to follow these policies. This is reviewed during regular meetings with distribution partners.

Policies are communicated to MPE's supply chain and stated with MPE purchase orders placed.

**Governance**

MPE's executive board meet regularly. MPE is committed to ensuring that its board remains as skilled as possible and fully up to date with current best practices. MPE invests in regular training of its executive board.

MPE is committed to further augmenting its executive board knowledge via regular business exchange visits to other organisations and consulting regularly with both DiT and the IoD.

MPE is committed to financial, HR, IP, legal and technical compliance with ethical and statutory obligations and applicable laws. Documentation and policies are regularly updated.