

# Sustainability Policy

**INTRODUCTION**

Sustainability in MPI Limited (MPI) focuses on meeting the needs of the present without compromising the ability of future generations to meet their needs. It is not about setting off in the pursuit of perfection to one day becoming 100% sustainable, but more about the small steps taken towards becoming greener and more values-driven along the way, balancing doing well in business with supporting and addressing the impacts the business has on the environment, employees, clients, suppliers and communities.

Sustainability is composed of three pillars: economic, environmental, and social, also known as profits, planet and people and objectives are set each year to improve MPI’s performance in these areas.

**PROFITS**

Strategic planning and routine decision-making balance environmental and social needs with making sound financial decisions.

Being able to trace its roots to 1962, demonstrates a history of economic sustainability. Our longevity helps us to do things differently. MPI recognise the importance of delivering an affordable and sustainable recruitment service and advocate responsible commercial and operational practices across the business. To operate economically in a sustainable manner, MPI’s Senior Leadership Team:

* Considers the risks and opportunities to the business as part of the planning process.
* Ensures compliance with all relevant legislation and standards.
* Endeavours to exceed the expectations of MPI’s customers, suppliers and stakeholders.
* Conducts all of business dealings in an honest and ethical manner as outlined in the Anti-Fraud, Bribery, Money Laundering and Corruption Policy MPI 127 and Anti-Tax Evasion Policy MPI 019.
* Shares profits with employees.
* Creates professional relationships with suppliers and makes payments to them on time.
* Considers, environmental, safety and ethical criteria and standards when selecting suppliers.
* Invests in technology and employees to sustain the business in a low carbon future.

**PLANET**

As an office-based services company MPI’s environmental impact has always been relatively small. MPI is however committed to the principles of responsible stewardship as detailed in the Environmental Policy MPI 072 by:

* Complying with the environmental laws, regulations and codes of practice that relate to MPI’s activities.
* Defining and implementing an environmental management system and communicating it to employees.
* Assessing the environmental impacts of activities and ensuring risks are adequately controlled.
* **Having stringent targets for the** consumption of raw materials**, electricity, water and fuel.**
* **Minimising waste according to the principles of ‘reduction, re-use and recycle.’**
* **Limiting business travel by air or car, reducing emissions to air.**
* **Transitioning fleet of company cars to those with lower emissions.**
* Promoting sustainability awareness and practice amongst all staff, encouraging them to play their part in minimising impacts to the environment**.**
* **Continually improving the ISO 14001 environmental management system.**

**PEOPLE**

Sustainability embraces employees, temporary labour and the wider community and:

* Adhere to the spirit of all applicable human rights, employment laws and regulations, treating work seekers, clients and others without prejudice.
* Maintain a safe working environment.
* Promote health and wellbeing.
* Aim to be a fair, respectful and inclusive company.
* Pay fair wages to employees and agency workers.
* As gold members of the Supply Chain Sustainability School, MPI aims to assess, benchmark and improve its practices, to clearly define its sustainability approach and engage with and develop its people.
* Carry out business practices in a way that is sensitive to neighbours.
* Continue to adjust the business model to support sustainable ways of working.

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