Corporate & Social Responsibility (CSR) / Social Value Policy

The Yard, Prees Heath, Whitchurch, Shropshire, SY13 3JX

McFour Ltd promote Corporate Social Responsibility/Social Value through the core of our business practices, our activities and values. Together with the interests of all stakeholders including clients, supply chain, employees, investors, the local and wider community, our values are reflected in the company's policies and actions. We recognise that our social, economic, ethical and environmental responsibilities to all stakeholders are integral to our business. We commit to procuring and delivering services that enhance the area and the people with whom we work.

Our aims and objectives are committed to:

- Creating new jobs and promoting skills and equal employment opportunities to all
- Recruiting locally and encouraging economic growth
- Initiatives for tackling climate change and reducing waste and our carbon footprint and impact on the environment
- Supporting levelling up across the UK
- Initiatives with employment of ex-offenders
- Engaging with local community groups
- Promoting Mental health & well-being of our employees
- Understanding and developing the ethical, sustainability, legal, social, environmental and economic implications and impacts of our business policies and practices
- Clearly setting out in our contracts the agreed terms, conditions and values of our Company ensuring transparency and good business practice. We will agree and adhere to reasonable and acceptable payment terms throughout our supply chain.
- Utilisation of multi-supply services and suppliers to minimise transport costs and times
- Assess the ethical credentials of suppliers and clients to ensure their values and practices are in line with our own
- Efficient use of equipment, people and resources, introducing measures to minimise pollution and nuisance, to monitor energy and water usage and waste management and promote sustainable practices, using environmentally-friendly methods and supplies
- Supporting & making charitable donations and including our workforce in the choice of recipients
- Supporting Covid-19 recovery
- Operating our business practices compliantly, with transparency, honesty and integrity

Wherever possible we purchase environmentally sustainable materials and use the latest low emission equipment. We aim to encourage suppliers to do likewise by striving for continual improvement in these areas.

We actively promote Human Rights and Equal Opportunities through our Equality, Diversity & Inclusion Policy. We are committed to giving all potential employees equality in terms of recruitment, training, and career development regardless of any disabilities they may have. All employees are treated with respect, and we do not discriminate in terms of race, colour, ethnicity, sex, sexual orientation, gender reassignment, marital status, maternity needs, religion, disability, age, or first language. We attempt to develop and support relationships with stakeholders who share our business practices and values and encourage suppliers to develop their own policies on these issues and/or work in line with our own policies where required.

We aim to understand and support the needs of our local community and any impact our activities have on them. We support local community organisations and activities in our local area.
We regularly review this policy as part of our commitment to continuously improve our business and performance and to comply with all current relevant legislation.

Signed:  Date 01/02/2026

Mr Martin McDermott, Managing Director