

Corporate Social Responsibility Policy

MiCiM has a mission statement that sets out the board of directors' ethos and direction for the company: "We will be collaborative, open, honest and fair. We forge long-standing relationships with clients and suppliers to ensure whenever anyone is asked who their choice of trusted partner is, MiCiM is top of the list."

As we embark on this journey of growth and innovation, it's essential for us to articulate our purpose, envision our future, and outline our mission to guide our actions and decisions. By sharing our PVM, we aim to foster transparency, alignment, and engagement across our organisation and with our valued stakeholders.

Purpose: Our purpose is to deliver mission-critical infrastructure that empowers our clients to thrive in the ever-evolving technology landscape and embark on sustainable digital transformation journeys.

Vision: We aspire to lead the industry in project delivery while enhancing the reputation of construction. Our vision is to cultivate a safe, respectful, reliable, diverse, and inclusive work environment that is future-proof for all.

Mission: By leveraging our expertise, experience, robust governance, and effective communication, our mission is to inspire and support both clients and our workforce, driving success and innovation every step of the way.

We recognise that this "Corporate Social Responsibility (CSR)" matters and is of increasing importance and fundamental to the continued success of the organisation.

MiCiM wants our CSR Policy to provide long-term benefits to our employees, customers, partners and individuals in all the communities in which we work, and will focus on the eight key areas:

Employees – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction through taking heed of their needs and aspirations and through training, mentoring, and aiding their development, benefiting their quality of life.

Health and Safety – Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.

Environmental Impacts – Managing business activities to minimise the waste produced on sites by sustainable sourcing and reductions on packaging. Maximise recycling opportunities and minimise the risk of pollution, waste, and nuisance to neighbours. We will work as

closely as possible to the requirements of CLOCS (Construction Logistics and Community Safety) in the planning of our logistics and traffic management plans.

Sustainable Development – Long-term impacts to the communities that MiCiM interact with are to be managed, including influencing our clients to maximise the energy efficiency of their buildings, minimise water use, by encouraging sustainable cooling options. And MiCiM will minimise transport and use as much local material and labour as possible meeting social and economic needs.

Relationships with Customers – Being responsive to customer needs and providing a quality and consistency of service that goes beyond the relevant legislative and contractual considerations to ensure that their best interests are secured.

Suppliers and Partners – Treating suppliers fairly and advocating similar CSR codes of practice throughout the goods and services supply chain.

Community Involvement – Charitable giving and engagement with local communities through funding, support and work experience programmes where possible. MiCiM does, however, recognise that the nature of our business is transitory in any one community and will therefore be happy to support those employees who work in their local community or a specific charity organisation that they may support.

Ethos – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

The organisation's CSR shall be implemented and maintained through the following key documents and Policies:

- Employee Handbook
- Health and Safety Policy
- Environmental Policy

The directors of MiCiM are happy to engage with all interested parties regarding CSR matters, for further information, contact Alison Newell, Chief Operations Executive.



Alison Newell

Chief Operations Executive

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