# **MVIS & Bartco UK Sustainability & Corporate Social Responsibility (CSR) Policy Statement**

## **Policy Brief & Purpose**

Our Corporate Social Responsibility (CSR) company policy statement outlines our efforts to give back to the world as it gives to us.

Within contains a broad statement of intent and our continuing mission to be a socially responsible organisation in our business operations and output.

## **Scope**

The elements contained within this policy apply to MVIS Ltd, Bartco UK Ltd and all employees for both (“the company”), unless otherwise stated. Some aspects also refer to suppliers, partners, and customers.

## **Elements**

1. **Employees**
   1. Training

We encourage our staff to undertake all training offered in relation to the remit of the individual’s role, increasing the safety and job satisfaction of our team members. Our aim is to raise the bar, having a trained workforce and continue to support employees in training and qualifications with no limit to their advancement.

We also encourage staff to undertake all training offered in relation to other departments, constituting of horizontal and vertical departmental training to ensure that team members understand what their colleagues do, increasing empathy, productivity, and efficiency.

* 1. Health & Wellbeing

The company promotes Bright Safe with full access for all staff to the Health Hub app, giving staff a support network for health and wellbeing.

The company also promotes a service offered by Peninsula called the Employee Assistance Program (EAP). This EAP service is in place to help our staff with challenges and obstacles in everyday life. With their 24/7 advice line, face to face counselling and a suite of online tools, our team have access to tools that help them live a rich and fulfilled lifestyle.

* + 1. Mental Health

We prioritise mental health in our approach to staff. All employees receive literature detailing the mental health first aid protocol ‘ALGEE’ and we also offer the services of 3 mental health first aiders for both MVIS and Bartco UK employees to lean on when their mental health is suffering.

* + 1. Wellbeing

We encourage staff to enjoy their downtime, when possible, strongly discouraging employees working outside their contracted hours, unless their role necessitates it and support staff in personal endeavours where applicable.

We offer our employees free tea, coffee, milk, squash and water cooler stations along with a food preparation area with kitchen and beverage making facilities.

* + 1. Physical Health

We always encourage the good physical health of our staff where possible, offering Vitality as part of our Death in Service and serious illness insurance Scheme.

Employees are encouraged to take part in corporate fitness and sporting challenges throughout the year.

The office has desks that staff can stand at with ergonomic stools and foot pads to ensure good posture.

Where applicable, we supply our employees with laptops rather than desktops PCs which facilitates remote working should a member of staff need to work from home.

We work flexibly on home/office work-based working to ensure all staff have a home/work life balance that suits their situation.

* 1. Safety

Safety training plays a huge part, with the danger presented in many aspects of our line of work potentially being life threatening in on-site environments and in manufacturing roles.

Staff are given quality training in manual handling as well as role related safety training. Staff are given the opportunity to take on Fire Warden, First Aid, Mental Health and Near Miss (mandatory) training in order to promote the benefits of reporting and dealing with potential safety issues, making our working environment safer as a result.

The company also has IOSH qualified managers who are on-site during working hours, divided between our London depot and Matlock HQ.

* 1. Identity

Due to the public nature of our work, staff are encouraged to take pride in their employment, full branded uniform and PPE is provided. Our organisation is public facing and involved in safety and infrastructure, helping to keep the country moving safely.

Referenced in (3.2.) the company works with local charities on a highly public level, offering signs for them to use in public for promotion and traffic management, as well as sponsoring other fundraising events that receive high visibility, allowing staff to see our representation and participation in these events.

The company also takes part in community improvement events such as litter picking as part of Greener Highways initiative.

* 1. Company Culture

We promote an open, inclusive, and friendly company culture that rewards hard work and dedication. As mentioned in (1.6.), all staff receive employment benefits, encouraging them to give their best in their approach to work. The company culture at our organisation promotes the priority to be a good corporate citizen online, in day-to-day life and at work, encouraging transparency (5.2.), respect for the environment (4.) and other people (2.2.), ethical behaviour (5.1.), fairness and equality (2.3.).

* 1. Remuneration

Employees are sometimes required to work outside of their day-to-day responsibilities, taking on out of hour work in deliveries, ‘on-call’ work or during holiday seasons. Staff who undertake these responsibilities are given payment extra to that of their mandated pay, as well as having expenses covered for overnight stays including an evening meal and an allowance for lunch.

Our staff are highly trained and have access to higher level training; their pay reflects this. We promote a culture of competitive pay in our organisation not only to reward our staff for their hard work, but also to retain them and help prevent poaching.

We offer strong employee benefits to our staff that not only include the workplace provisions, but also life insurance, both referenced in (1.2.3.), and the benefits mentioned in (2.4.).

* 1. Apprenticeships

In addition to (1.1.), our group has served and continues to serve as a training ground for apprentices to learn their trade under the supervision of well trained and qualified experts in their field. As a result, MVIS and Bartco have nurtured numerous apprentices from training right through to professional level skill sets, maintaining a highly strong staff retention rate in this area.

1. **Equal Opportunities & Diversity**
   1. Recruitment

As an organisation, we firmly adhere to fair and responsible recruitment practises that do not exclude anyone from employment with our organisation based on age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

* 1. Company Culture

We have an inclusive company culture with a strong emphasis on whistleblowing and reporting should discrimination of any kind occur. Such offences, should they occur, are investigated thoroughly, and acted on appropriately in accordance with the law and our internal disciplinary procedures. Respect is at the heart of our company culture, and we actively work to defend and encourage this through our Diversity Officer and internal policies / procedures.

* 1. Equal Opportunity

We proudly promote equality in all work-related opportunities, events, and training for our staff, never allowing age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation be a barrier to taking part.

* 1. Health & Personal

We see the best in people in our approach to employment, never allowing the disability of an applicant, employee, or family members of the same to hold someone back. We would work with our team to come to a mutually beneficial arrangement in the event that the health or personal life of an employee impacts their productivity or effectiveness in their role.

1. **Community Outreach**
   1. Outreach

We take pride in our community outreach efforts, which have seen us offer our products, time, and financial support to a range of community causes as and when they occur. We regularly make a point of reaching out to businesses affected by local emergencies such as flooding with the offer of our products to support with reopening, community information or security.

* 1. Charity

Taking place throughout the year, our charity initiatives reach their peak during Christmas time. Each year, as an organisation, we pick a charity to raise money for from our Christmas jumper day, which staff bring funds to take part in. Throughout December, we also hold a food bank collection which is donated before Christmas to a local food bank.

However, our charity also takes place at any stage of the year, not just limited to Christmas. We remain opportunistic in this with charity taking the form of attendance at charity events, responses to local emergencies (both in financial support and services) and even advice.

* 1. Volunteering

As an organisation, we take part in local volunteering activities that benefits the community as a whole. For example, we work closely with our local community school in the form of annual mock interviews and critical thinking challenges for the students.

We also encourage employees to volunteer for charity-based sporting events and challenges. In the past, this has taken the form of events such as white-collar boxing or fun runs but will change from year to year as opportunities arise.

The company works with local charities on a highly public level, offering signs for them to use in public for promotion and traffic management, as well as sponsoring other fundraising events throughout the year.

The company also takes part in community improvement events such as litter picking.

* 1. Sponsorship

This year has seen a shift in our sponsorship activities.

Where we used to focus our sponsorship of sporting events, we are now asking more from our sponsorship benefactors. Not only must our sponsee’s have a strong community involvement, but they must also offer an additional aspect that satisfies an ethical, environmental or safety requirement defined by us.

We currently sponsor Ashgate Hospice by supplying signage to advertise their events throughout the year, Christmas Tree collection and also sponsoring the High Peak Trail Walk.

**Suppliers**

Where possible, we take every effort to use local or British suppliers for our production line, staff benefits and for any other spending we incur.

1. **The Environment & Sustainability**
   1. Products & Service

The very nature of the majority of our products has a strong environmental focus. Our specialism being in solar power provides us a position of privilege to offer environmentally friendly products to organisations looking to minimise their carbon footprint and environmental impact.

Understanding the carbon footprint of our service, we strive to ensure that we minimise our emissions output wherever possible. Our delivery model sets out to deliver multiple units at a time where necessary.

* 1. Carbon Neutrality

Last year, we proudly announced that MVIS aims to be carbon neutral by 2030. During 2021, we started working with Forest Carbon as part of an initiative called ‘Carbon Club’. Through this, we can purchase ‘carbon credits’ to exchange for planted trees on our behalf, which creates new woodlands in the UK and will sequester greenhouse gases (GHGs) from the atmosphere in the years to come.

This has a very powerful effect as time goes on, helping to restore habitats for wildlife that is local to the plant sites, increasing biodiversity, protecting against floods and improving river ecosystems.

A big step towards carbon neutrality has also been reducing paper usage and printing. In recent years, we have been decreasing our page usage and relying more on digital solutions, only printing when required.

The paper, ink and potential waste involved in the production and the fuel used in the distribution of our information packs has drastically decreased.

We also ensure that we only give away reusable or environmentally friendly merchandise and we

Members of the team who are not based at the Matlock HQ are encouraged to rely increasingly on digital solutions such as Microsoft Teams for meetings and communications, reducing the need to travel.

We take choosing a new supplier as an opportunity to bring something new to our commitment to the environment. For example, as a member of the Allstar Fuel Card EcoPoint carbon mitigation programme, in partnership with GreenPrint, we have contributed to the planting of over 5.8 million trees, which over time will help to off-set over 1.4 million tonnes of C02 from the atmosphere.

* 1. Energy & Eco-Friendly Office

As an organisation, we have taken steps to help reduce our energy consumption over recent years and continue to commit to this through (4.2.). Technological upgrades such as movement sensors and timers in our lights, hand dryers and eco-friendly heating solutions have been installed in our head office in preparation for our Carbon Neutrality program.

* 1. Waste Management

We dispose of our waste in a responsible and environmentally friendly manner.

Ensuring all electrical waste is collected via WEEE certified disposal. All products have a documented Cradle to Grave journey and advise our customers on how to dispose of all components environmentally at the end of the products life cycle.

We work on the Reduce, Reuse and Recycle concept for all waste that promotes sustainability.

* 1. Wildlife & Plants

We have several initiatives in place that helps the wildlife in our local area. Amongst these include a bee hotel and a hedgehog home that is maintained by our staff. The importance of bees to the environment and global eco systems are well documented, and our choice for hedgehogs is close to our industry, with an estimated 1/4 of the population of hedgehogs being killed on UK roads each year.

We also maintain an on-site flower bed with plants monitored by our team in an effort to give back to the environment and bring some natural beauty to our local area.

1. **Industry Impact**
   1. Business Ethics

We uphold the values of safety, respect, and customer service above all else. We understand that we have a social obligation to the safety of UK roads, the wider environment and our local community as issues that affect everyone.

We adhere to legal behaviours at all times and conduct business in a way that encourages trust and loyalty with suppliers and customers. With strong anti-bribery policies, we proudly defend our integrity as a responsible business.

We hold memberships and accreditations that not only help us to work with these values in mind, but also set an example to other businesses to also work to the high standards that we set for ourselves. Amongst these include the Prompt Payment Code, Supply Chain Sustainability School Gold, FORS Bronze, Achilles Building confidence membership, Constructionline Platinum, Cyber Essentials, and ISO accreditations in ISO45001: Occupational Health & Safety, ISO9001: Quality Management Systems and ISO14001: Environmental Management Systems, which come together to make an Integrated Management System (IMS), bringing our systems and processes into one complete framework.

Working with Peninsula Business Services who undertake an annual audit of our Health & Safety of all company policies and procedures to ensure our staff, customers and suppliers stay safe.

* 1. Customers

A large proportion of our customer fall within infrastructure, local authorities, and government bodies. As a result, many of our customers are involved with aspects of safety and infrastructure development or maintenance. This charges us with a level of responsibility that we take very seriously. As outlined in (5.6.), we work towards all required compliance where appropriate to do business effectively with these bodies. As a result, we have been involved in major Highways schemes nationwide over the last 10+ years, often managing multiple schemes at any given time.

Another section of our customer base is made up of events. Such events that require our products usually do so for the purposes of safety or crowd control, important aspects to help everyone get home safely. Again, this charges us with a level of responsibility to ensure that we deliver the service that is expected.

Serving a similar function to events, we offer our services to not just local emergencies as mentioned in (3.1), but also for national emergencies and emergencies that occur in other locations around the UK. In the event of such an emergency, our products can be used for important public messaging, wayfinding, crowd control or queue management. Due to our national coverage, we can deploy our solutions quickly and at short notice.

* 1. Safety

At the very heart of our business operations, safety is a core foundation that our organisation is built upon. Principals of safety are felt at every level of our business, from our staff to our products and service. Perhaps one of the most socially responsible priorities, our emphasis on safety serves as the base point we that we judge all aspects of our business on.

* 1. Supplier Chain

We work, where possible, with local or British suppliers. In doing this, it helps to keep our carbon footprint to a minimal level, requiring certain components that make up our units to travel less distance to get to us.

We always try to work with ethical and responsible suppliers, promoting a relationship of trust and respect in all business transactions. Ensuring our suppliers also uphold our ethical values by checking they have anti-slavery policies in place or adhere to ours.

We also promote the values that we hold important through memberships and accreditations (5.1) that not only help us to work with these values in mind, but also set an example to other businesses to also work to the high standards that we set for ourselves. Amongst these include Supply Chain Sustainability School Gold, FORS Bronze, Achilles Building Confidence membership, Prompt Payment Code, Constructionline Gold, Cyber Essentials, and ISO accreditations in ISO45001: Occupational Health & Safety, ISO9001: Quality Management Systems and ISO14001: Environmental Management Systems, which come together to make an Integrated Management System (IMS), bringing our systems and processes into one complete framework.

As referenced in (4.4), we are using a new way to dispose of our product batteries this year. Rather than disposing of them through a third party, we are now dealing directly with battery disposal specialists.

* 1. Research & Development

Operating in the field of safety, we proudly work towards developing products and solutions that contribute to the industry in a positive way. We have offered the industry a range of superior products that contribute to the safety of our national road network and wider society through safety messaging. Our proprietary solutions offer unique and robust approaches to safety and security requirements for a range of applications such as highways maintenance, construction, and events.

* 1. Compliance

Many aspects of our business require the need for certain training, qualifications, and compliance in order to work in line with legal requirements. We pride ourselves in going above and beyond with regards to our training (1.1.) and compliance, working towards not only the minimum requirements but also going the extra mile in equipping our organisation and our staff with the skills and qualifications to work to the best level possible. Being Part of the Highways Passport Scheme since it's inauguration.

Now on our third cycle of ISO certification in quality (9001:2015), environmental management (14001:2015), and health & safety (45001:2018). The ISO accreditations together furnish us with a full IMS (integrated management system), integrating our systems and processes into one complete framework to ensure as a company we work within these frameworks.

We also proudly boast accreditations or memberships with Supply Chain Sustainability School Gold, Prompt Payment Code, FORS Bronze, Achilles Building Confidence, SSIP Member Scheme, Constructionline Platinum and Cyber Essentials.

We are looking as a company to undertake PAS 2060: Standard for Carbon Neutrality to help the group organisation to work towards its 2030 Carbon neutral Goal.

Signed Diagram

Description automatically generated

Anne Ashman

Commercial & Operations Director

01.03.2023