



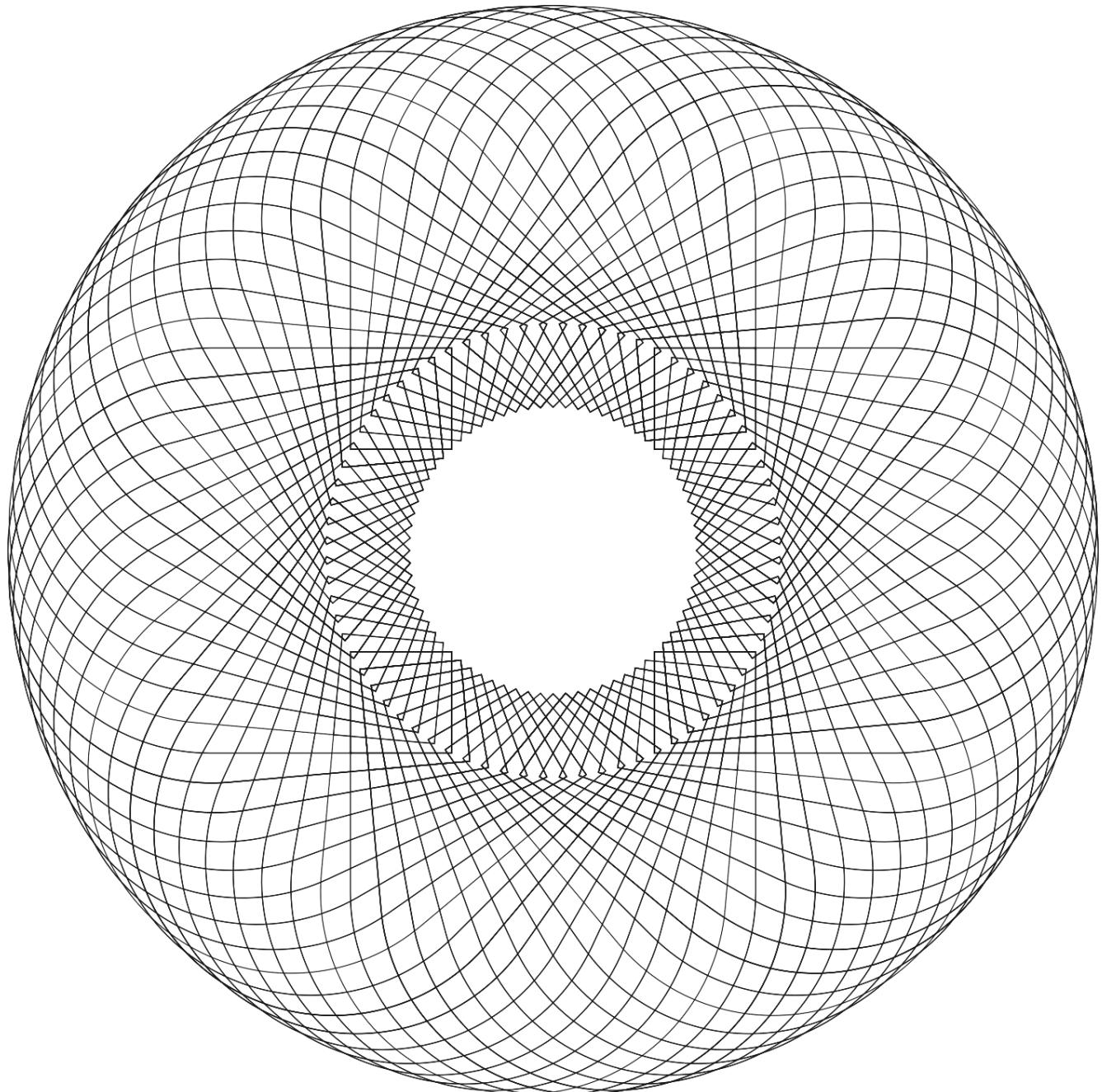
MidGroup

POL03

Sustainability Policy

Latest Review:
November 2021

Reviewed By:
Steven Hearn
Cliff Jones



Sustainability Policy

POLICY STATEMENT

1. Statement

Mid Group are committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work.

“Be Sustainable” is one of our five core values therefore part of everything we do at Mid Group. It forms part of our corporate social responsibility to create a sustainable environment for staff, clients, and surrounding communities.

Mid Group are a net Zero Carbon business. At Mid Group we work hard to minimise our environmental impact through intelligent construction choices and minimising waste, this will continue as we look to innovation, sustainable construction, and research from top academic Institutions.

Our Sustainability Policy will be supported by a series of policies reflecting specific issues, such as the Environmental Policy (*Document Ref: POL06*). This policy has continuous relevance and repercussions on Mid Group plans and strategies, thus should be considered if or when any revisions occur.

2. Commitment

In our environmental and sustainability action plan as a responsible business, we aim to achieve both economic and social aspirations whilst supporting the wider sustainability agenda, by working towards protecting and enriching the environment.

We will assess the environmental impacts of our operations and set objectives and targets to improve our environmental performance and these targets are regularly reviewed as a minimum, annually.

At Mid Group:

- We promote responsibility for the environment to all our employees and those that work with us.
- We monitor and where possible reduce the use of energy, water, and other resources
- We minimise waste by reduction, re-use, and recycling methods
- We comply with relevant environmental UK legislation/Regulation
- We record monthly the impact of our carbon footprint and utilities consumption for each project

Mid Group is the trading name of - Mid Holding Co UK LTD
and its subsidiaries:

Mid Group Services Ltd
Mid Group West Ltd
Sterling MEP Ltd

Mid Contracting & Consulting Ltd
Sterling BIM Ltd

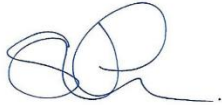
Mid Group South Ltd
Sterling Living Ltd

- We ensure that our policies and services are developed in a way that is complimentary to this policy
- We identify and provide appropriate training, advice, and information for our employees
- We encourage our staff to innovate and develop new ideas and initiatives for a sustainable future
- We provide appropriate resources to meet the commitments of this policy
- We promote and encourage involvement in local environmental initiatives/schemes
- We ensure that our Environmental Management System complies with current UK Legislation
- To review and to strive to continuously improve our sustainability performance.

3. Implementation

The policy applies to all operations and activities of Mid Group Services. We continuously work towards the appropriate ISO standard for Sustainability, ensuring our working practices and operations conform to ISO14001 standards.

Signed:



Steven Hearn

CEO of Mid Group

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MONITORING AND REVIEW

The effectiveness of the Sustainability Policy will be reviewed regularly (at least annually) and action taken as necessary.

DATE OF REVIEW	REVIEWED BY	BRIEF DESCRIPTION OF CHANGES	REVIEW DATE
September 2015	M.E.L. (Health & Safety) Consultants Limited	Document creation	September 2016
January 2017	M.E.L. (Health & Safety) Consultants Limited	Policy reviewed in line with current legislation	January 2018
October 2020	Steven Hearn	Review and amendments to ensure up-to-date following new CEO	October 2021
November 2021	Steven Hearn / Cliff Jones	Policy reviewed in line with current legislation – merged with superseded POL03REV3 “Sustainability” to provide document history	November 2022

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