



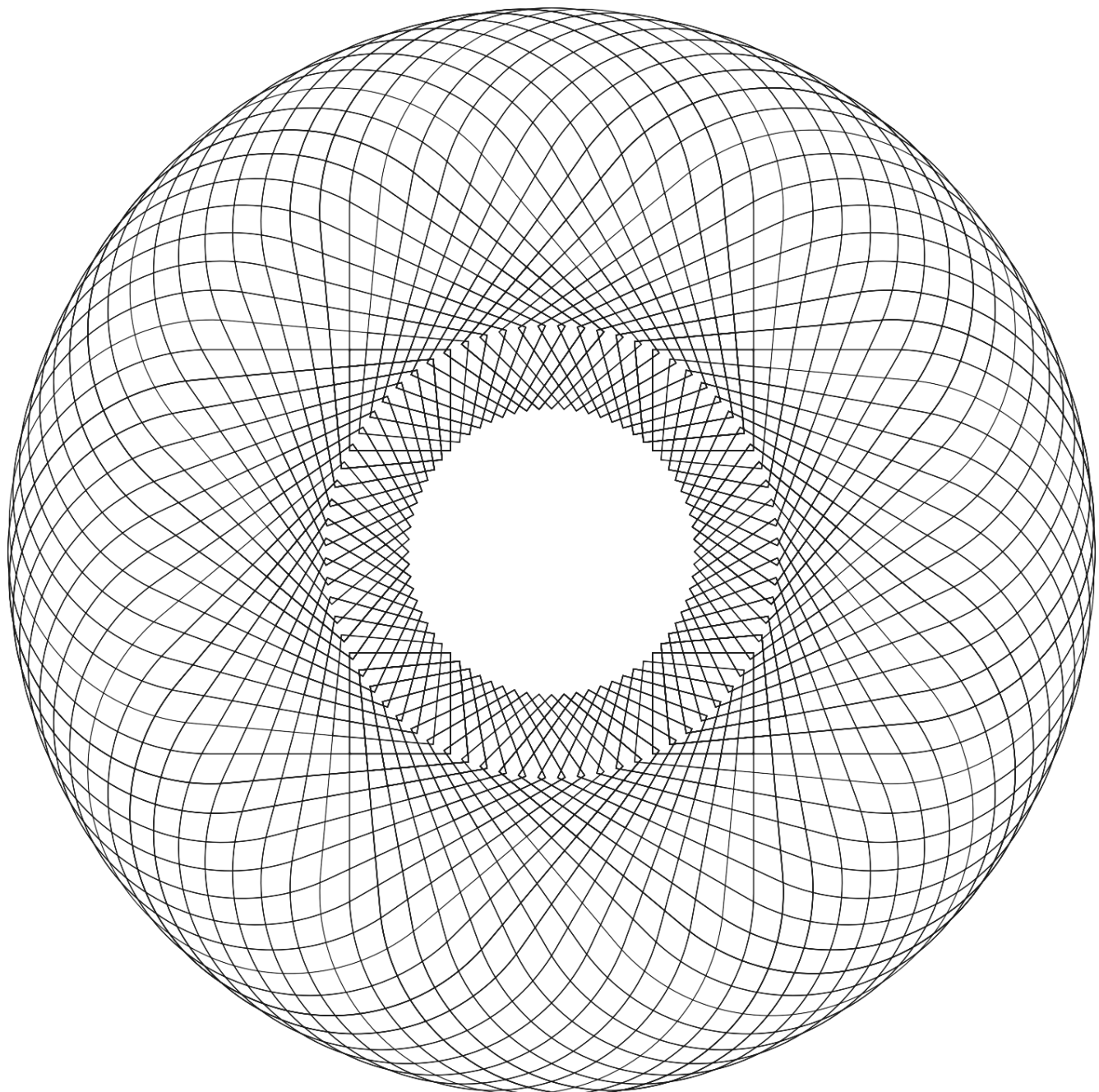
MidGroup

POL11

# Corporate and Social Responsibility Policy

Latest Review:  
**November 2021**

Reviewed By:  
**Steven Hearn**  
**Elizabeth Murray**



# Corporate and Social Responsibility Policy

## 1. Statement

This Corporate and Social Responsibility (“CSR”) Policy sets out the Group’s aims and commitments towards being socially responsible business.

CSR is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community and the environment are reflected in the company's policies and actions.

Our approach therefore captures how we will interact with all our stakeholders, who are inherently diverse. Our CSR approach will vary to reflect the different stakeholders and who will be addressed on a stakeholder by stakeholder basis. Therefore the Mid Group CSR Policy is not a one size fits all approach.

Mid Group is, and will continue to be, a socially aware company.

## 2. Overall Commitment and Aims

The CSR policy is to make clear to all stakeholders what Mid Group mean by CSR and how Mid Group propose to work towards implementing and achieving CSR. The CSR policy applies throughout all activities of the company.

Mid Group recognise that CSR embraces all aspects of sustainable development and social issues which are of most relevance to Mid Group and decide at what stage this CSR policy could most effectively and legally be included

Mid Group shall operate in a way that safeguards against unfair business practices  
Mid Group believe that a responsible approach to developing relationships between companies and communities they serve, national and international, is a vital part of delivering business success

When carrying out our business, Mid Group will determine the environmental, social and economic issues

Mid Group will continually review all policies and business practices to encourage engagement with business partners and to promote development.

Mid Group are committed to continuous improvement in our CSR Policy by;

- Encouraging our business partners to implement CSR;
- Continually improving our performance and meeting all applicable legislation;
- Informing our staff to be mindful of the effect of their actions on non-renewable resources.
- Introducing procedures to assist with implementing CSR.

### 2.1. Corporate Governance

- Mid Group is committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards;
- All the laws that regulate and apply will be complied with in each jurisdiction we operate in and Anti-Money Laundering processes will be common across all Mid Group business;
- Mid Group endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the service provided, by the conduct and professionalism of all staff. Mid Group will do this by continually training and developing our staff;

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

- All groups and individuals with whom Mid Group have a business relationship will be treated in a fair, open and respectful manner;
- Competition will be reasonable and based upon the quality, value and integrity of the services being supplied;
- Feedback on performance will be actively sought, and Mid Group will encourage customers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon;
- An Action Plan will be developed to ensure continuous improvement is achieved.

#### 2.2. Environment

- Mid Group objective is to endeavour to reduce the impact on the environment through a commitment to continual improvement and compliance with our Environmental Management Policy;
- Mid Group will continue to work with our partners to reduce their impact on the environment;
- Mid Group will by applying Responsible Care to all activities, assess the environmental impact and report against these findings and report openly to all stakeholders.

#### 2.3. Human Rights

- Mid Group will support and respect the protection of internationally proclaimed human rights and act in accordance with our Modern Slavery Statement;
- All partners are actively encouraged to observe international human rights norms within their work.
- Mid Group will not tolerate discrimination originating from the defined protected characteristics and promote equality of opportunity across all subsidiaries and within the supply chain. This is in accordance with our Equality and Diversity policy alongside current legislation.

#### 2.4. Localism

- Mid Group will look to support the local communities within which it operates. The support provided will be based on the unique requirements of the local community;
- Mid Group provide employees with the opportunity to take paid leave to spend time volunteering within the local community or supporting registered UK charities. Further details can be found within our Volunteering Policy.
- Mid Group will always seek to leave a positive lasting legacy in each community within which it operates. This may take the form of volunteering, community activities or other approach activities;
- Mid Group will always seek to minimise disruption in the communities within which it operates through the use of offsite and modern methods of construction;
- Mid Group will always seek to create job opportunities for local people, through local employment, as well as creating learning and development opportunities (such as work placements or work experience);
- Mid Group will empower its staff to make decisions on how they and their projects can best support the local community to leaving a lasting, local legacy.

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



- Mid Group will provide charitable donations when appropriate, identifying a charity of the year, as selected by the wider Mid Group staff base, as its annual focus.

**Signed:**

**Mr Steven Hearn**

**CEO of Mid Group**

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

## MONITORING AND REVIEW

We will establish appropriate information and monitoring systems to assist the effective implementation of our Corporate and Social Responsibility Policy. The effectiveness of the Corporate and Social Responsibility Policy will be reviewed regularly (at least annually) and action taken as necessary.

<b>DATE OF REVIEW</b>	<b>REVIEWED BY</b>	<b>BRIEF DESCRIPTION OF CHANGES</b>	<b>REVIEW DATE</b>
April 2018	Andrew Shepherd	Policy reviewed to ensure compliance with Mid aims and aspirations.	April 2019
April 2019	Andrew Shepherd	Policy reviewed to ensure compliance with Mid aims and aspirations.	April 2020
October 2020	Elizabeth Murray / Steven Hearn	Formatting, new CEO appointment and reviewed to ensure compliance with Mid aims and aspirations	October 2021
November 2021	Elizabeth Murray / Steven Hearn	Policy template updated inline with new branding	November 2022

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