

# Corporate Responsibility Policy



## Policy & Principles

Mace is committed to the principles of corporate responsibility, and to applying those principles to our business to ensure sustainable development for the industry and community at large.

The principles adopted reflect four significant impact areas: marketplace, environment, community and workplace and our strategy for each of these areas follows:

<p><b>Marketplace</b></p>	<ul style="list-style-type: none"> <li>• Working to the highest standards of business integrity and ethical conduct.</li> <li>• Working with our suppliers to continuously improve working conditions.</li> <li>• Learning from our customers to inform and drive better ways of working.</li> </ul>
<p><b>Environment</b></p>	<ul style="list-style-type: none"> <li>• Striving to maximise sustainability through opportunities in life cycle design.</li> <li>• Measuring and continually improving environmental performance.</li> <li>• Managing our key environmental impacts with respect to climate change and natural resource consumption.</li> </ul>
<p><b>Community &amp; Workplace</b></p>	<ul style="list-style-type: none"> <li>• Striving to be the best employer of the best people by caring for and engaging with our staff.</li> <li>• Investing in our employees and encouraging diversity.</li> <li>• Ensuring the communities affected by our projects are supported and treated with consideration.</li> <li>• Achieving the highest standard of health and safety performance.</li> </ul>
<p><b>Scope</b></p>	<p>The Mace corporate responsibility policy and principles apply to the whole Mace group of companies and underpin our approach to the way we do business.</p>
<p><b>Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• The Chief Executive Officer, Stephen Pycroft, is responsible for this policy.</li> <li>• He is supported by the corporate responsibility strategy group that takes ownership and drives implementation of the policy principles, monitors and reviews performance and reports to the group board.</li> <li>• Directors and sector heads are responsible for the implementation and measurement of the CR principles including the establishment of appropriate responsibilities.</li> </ul>
<p><b>Approval</b></p>	<p style="text-align: center;">   <hr style="width: 30%; margin: auto;"/> </p> <p style="text-align: center;">Stephen Pycroft, Chief Executive Officer    October 2006</p>