



CORPORATE PURPOSE & SOCIAL RESPONSIBILITY STATEMENT

Midland Cryogenics Limited put corporate purpose at our core, we are using the power of business to create a positive impact on communities and the environment and at the same time generate financial value.

We go beyond simply making a profit, we place social and environmental considerations at the centre of making strategic business decisions which underpin long-term profitability.

We listen to our customers and employees and we establish clear goals to be achieved.

Midland Cryogenics Limited recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers and the community.

MCL recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

MCL take all feedback that we receive from our stakeholders seriously and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

MCL shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The General manager is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Our partnership focus:

MCL shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationship with all our stakeholders.

MCL shall support the development of our external stakeholders through led training courses and using our facilities for all of our business partners to hold seminars and industry meetings.

Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices.

MCL shall encourage suppliers and contractors to adopt responsible business policies and practices.

MCL shall encourage dialogue with local communities for mutual benefit.

MCL will register and resolve customer complaints in accordance with our standards of service.

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MCL shall support and encourage our employees to help local community organisations and activities in our region, particularly our employee chosen charities.

MCL shall try to work with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry.

MCL will operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development.

MCL shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.

MCL shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.

MCL shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety Policy and safe systems of work.

MCL shall develop environmental policies and objectives as part of the business planning cycle.

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