



SUSTAINABILITY POLICY

MCL recognises sustainability is the most important issue affecting society today. It requires the combined efforts of MCL and its stakeholders - its clients, employees, shareholders and the public to contribute positively to sustainability. MCL commits to working with its stakeholders to maximise positive effects on sustainability through three aspects: environment, economic and social.

UN's Brundtland report regards sustainability as:

Development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

MCL will achieve this principle in an integrated manner in the areas of:

Environment

The company aims, through its Environment Policy, to:

- Prevent pollution.
- Protect the environment.

Economic

The company aims through its activities to maintain sound economic principles by:

- Continuously achieving reasonable profit and growth.
- Maintaining employment for all its staff.
- Ensuring employees are fairly rewarded for their contribution.
- Recognising the contribution of Investors and ensuring they are fairly rewarded.
- Maintaining its supply chain by transparent and fair contract awards and prompt payments.

Social

The company aims through its activities by:

- Protecting the health, safety and wellbeing of its employees, and sub-contractors.
- Recognising the contribution made by its employees and allowing them to develop and achieve their full individual potential.
- Contributing to local society, charities and good causes by suitable and appropriate means.

CONTINUED.



Performance in contributing to sustainability will be measured by monitoring performance against measurable objectives.

The Managing Director is responsible for the implementation of this policy and ensuring that it is effective in achieving the Company's aims and objectives.

This policy will be reviewed annually for its continued suitability and effectiveness or more frequently if required by events.

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