



# **Morson Group**

## **Environmental, Social & Governance (ESG) Policy**

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## Document Control

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<b>Created By:</b>	Becky Hicks		07/08/2023
<b>Checked By:</b>	Joshua Stodel		07/08/2023
<b>QA Approval:</b>	Gareth Morris		07/08/2023
<b>MG Approval:</b>	Ged Mason		07/08/2023

## Introduction

Morson Group is a leading provider of technical recruitment and engineering services and therefore has a direct input into the lives of our employees, candidates, and clients, as well as our suppliers and the wider community. For that reason, we have an ongoing commitment to act ethically in all service areas and take pride in making a positive contribution to the wider community around us.

We are accountable for what we do and strive to build long term relationships with our clients and candidates based on trust, quality and integrity.

Morson representatives deliver excellence, experience and innovative solutions. We ensure that the right support systems and infrastructure are in place to support their professional development. Our people are a key to our success.

We aim to make a positive contribution to the communities we work in, and seek to fulfil our part in promoting, training and developing engineering talent for the industries in which we operate – providing the skills for tomorrow, today.

Morson builds long term partnerships based on trust, integrity and professionalism. We tailor our services to meet clients' specific needs, and proactively source new ways of continuing to be the best at what we do.

## Responsibility to Employees

Morson values its employees highly and therefore we offer a variety of benefits to staff: –

- 1 Sophisticated IT systems developed by our in-house IT Team, including Staff Intranet
- 2 Company Bonus scheme
- 3 Competitive basic salary and uncapped commission scheme
- 4 Opportunity to work for the UK's number one technical recruiter
- 5 Contributory Pension Scheme
- 6 Company car or car allowance
- 7 Long service awards
- 8 Support
- 9 Healthcare Schemes
- 10 Life Assurance

## Equal Opportunities

Morson is an Equal Opportunities employer. As such, we aspire to reflect our diversity values in our internal recruitment procedures as well as our work ethics as a recruitment agency. We are committed to a policy of equal opportunities for all.

Morson operates an Equity, Diversity and Inclusion Policy in accordance with the Equality Act 2010, Morson treats everyone equally irrespective of sex, sexual orientation, marital status, age, disability, race, colour, religion, ethnic or national origin, membership or non-membership of a trade union, working hours or whether on a fixed term or permanent contract. We ensure that we do not discriminate in all areas of recruitment, promotion, dismissal and redundancy. Moreover, Morson reviews, on an on-going basis, all aspects of recruitment to avoid unlawful or undesirable discrimination or harassment on those grounds.

This document defines the Morson Group Policy regarding the protection of the Environment, Health and Safety.

It applies to all activities, operations, services and products of Morson Group and its wholly owned subsidiaries wherever located in the UK.

## Morson Workplace

Our clear aim is to become a recognised 'Employer of Choice' within our sector with a workforce that fully reflects the communities we serve. Morson employs a large number of staffs from the local community. To help us achieve this, we have three key aims:

- To develop a culture of good communication and trust within the business, so every employee shares the same values and works towards the same business objectives
- To manage change in a fast-growing, high-performance organisation by anticipating the people and resources we will need well before they are needed
- To encourage our employees to work together effectively in all situations

## Communities

### Charity

We realise how important it is to be involved with community projects at a local level and Morson's policy proactively encourages close links between the company, institutions,

charities and local authorities. Participation in local events is also supported, as the business subsidises entry fees. Ad-hoc charity donations can be requested via the charity committee and includes sponsoring children's sports teams, donating raffle prizes to local schools and charities and matched monetary donations.

In addition, Morson has official charities each year, which can be local or national organisations. All funds raised by Morson's charity events and sponsorships are donated to these charities at the end of each year.

Additionally, all employees are allocated an additional day of annual leave each year to participate in a charity event of their choice to support a chosen Morson Group charity or a charity local to an individual branch.

Morson's charity activity is managed by the charity committee, a group of Morson employees from across all businesses. Official annual charities are nominated by our employees; this ensures there is a strong personal connection to the charities selected.

## **Commitment to Early Careers**

Morson Group are committed to partnering with education providers and institutions to develop a pipeline of talent into future careers. Morson Group regularly invite students from local schools in for work experience and placement opportunities, in order to provide them with exposure to a working environment as they make their decisions on chosen careers. Morson Group partner closely with several universities, providing scholarships for students, internships, making donations to university facilities and providing guest lectures at universities across the country.

Morson Group also invests heavily in STEM (Science, Technology, Engineering and Maths) for schools, providing STEM ambassador training for any employees who would like to be trained. The training equips these individuals with the tools and knowledge to visit schools, sixth forms and colleges to inspire the next generation of students into a career within STEM subjects.

Morson Group partner closely with further education providers to provide the best possible opportunities to graduates working within our industries. Morson Group are committed to providing scholarships, and investing in facilities at partner universities to give local talent, who may not previously had the option of university, the chance at gaining degrees in engineering-related subjects.

## **Environmental Sustainability**

Morson has attained the ISO 14001 accreditation at its Head Office. This accreditation ensures that Morson's Environmental Management System is in line with the ISO 14001 guidelines. Morson's Environmental Management System is in place at all Morson Group



locations. Key areas in which Morson aims to reduce its impact on the Environment include: –

## **Energy & Water**

- Morson will seek to reduce the amount of energy used as much as possible.
- Lights and electrical equipment will be switched off when not in use.
- Morson will where possible use Renewable utility providers.
- Heating will be adjusted with energy consumption in mind.
- The efficiency of new products will be considered when purchasing.

## **Office Supplies**

- Morson seeks to purchase environmentally friendly products.
- Morson reuses and recycles wherever possible.
- Morson minimises the use of paper in the office.
- Morson employs technological solutions and reduces paper resources.

## **Transport**

- Morson reduces the need to travel, restricting to necessary travel only.
- Morson promotes email and video / voice conferencing as an alternative.
- All vehicles used on company business are properly maintained.
- Morson offer EV (electric vehicles) and HEV (Hybrid electric vehicles) on company and fleet vehicle schemes.

## **General**

To ensure Morson's Corporate Social Responsibility Policy is effective, we also ensure the following:

- All staff are involved with the implementation of Morson's Environmental, Social and Governance policy
- All staff are provided with relevant training
- Morson works with local labour and materials so as to reduce CO2
- Morson works with suppliers, contractors and sub-contractors to improve their environmental performance
- Morson are kept up to date with technical advances that support environmental and sustainability improvements
- Improvements to Morson's Environmental performance are tracked, including carbon footprint targets, and reported to the Operations Board on a monthly basis.

## Amendments

Issue	Date	Description
<b>1</b>	September 2018	Initial
<b>2</b>	Aug 2019	Rebranding
<b>3</b>	Aug 2020	Section 3 – additional information on Life Assurance and Healthcare Schemes/ Section 7 – additional information regarding EV&HEV vehicles Rebrand – JM
<b>4</b>	Oct 21	Added reference the Equality Act 2010, additional information regarding utility providers
	Oct 22	No Change
<b>5</b>	July 23	Renamed to ESG Policy, section added on 'Commitment to Young Talent'