



MADE TO MEASURE MENTORING LTD

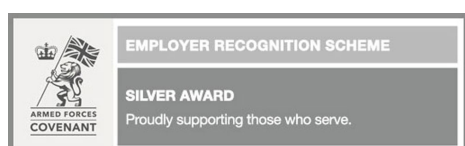
CORPORATE SOCIAL RESPONSIBILITY POLICY

DATED 1ST JANUARY 2021



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1. INTRODUCTION

1.1. Made to Measure Mentoring Limited (M2M2®) is a company registered in England and Wales (Number: 10653662). This policy also covers all subsidiary companies in M2M2's ownership. This policy applies to all employees of M2M2 and all temporary staff, contractors and sub-contractors and any other company agents.

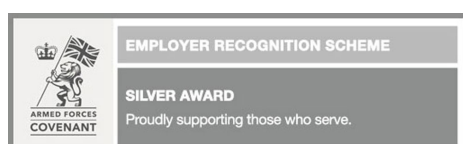
2. CONTACTS

Name	Role		Telephone
Sibbald, Duncan (DS)	Director	duncansibbald@m2m2.co.uk	07776 092 806
Miles, Andy (AM)	MD (Academic)	andymiles@m2m2.co.uk	07730 119958
Robinson, Tony (TR)	MD (Commercial)	tonyrobinson@m2m2.co.uk	07495 006485
Robinson, Peter (PR)	Chairman	peterrobinson@m2m2.co.uk	07831 161523

3. CSR POLICY - INTRODUCTION

3.1. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have therefore developed a series of policies - such as our Equality and Diversity Policy, Environmental and Sustainability Policy, Anti-Modern Slavery and Human Trafficking policy, etc, which are commitment to Corporate Social Responsibility. All our policies are publicly available at www.m2m2.co.uk/company-policies.

We wish to adopt and commit to the principles and practices set out below.



4. STAFF/PEOPLE

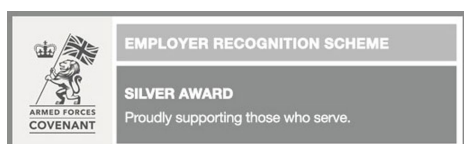
- 4.1. We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.
- 4.2. We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution and achievements.
- 4.3. We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.
- 4.4. We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

5. CUSTOMERS

- 5.1. We aim to build long-term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs.
- 5.2. We aim to give fair value, consistent quality and reliability.
- 5.3. We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

6. SUPPLIERS

- 6.1. We aim to create and maintain strong relationships with key suppliers and contractors.
- 6.2. We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.





7. HEALTH & SAFETY

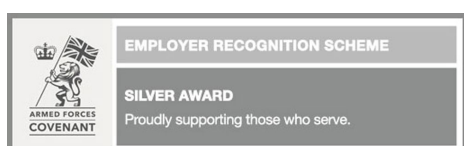
- 7.1. We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.
- 7.2. We have a current and effective written health and safety policy that is regularly reviewed and updated.

8. ENVIRONMENT


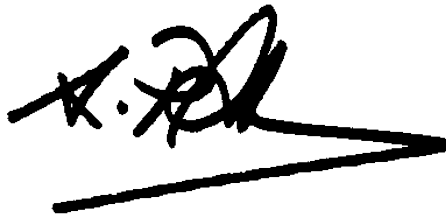

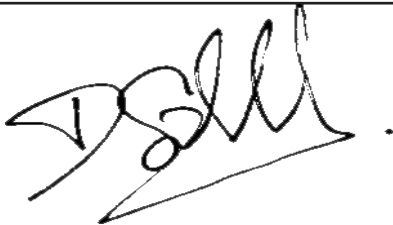
- 8.1. We have implemented an environmental policy appropriate to our business.
- 8.2. We are aware of our environmental impact as a business and have taken, and continue to take, appropriate steps to mitigate that impact. This includes ensuring that all employees of M2M2 and all temporary staff, contractors and sub-contractors understand their environmental responsibilities and can actively help to improve our environmental performance.

9. THE COMMUNITY

- 9.1. We recognise and understand the significance of the community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We actively support and donate to a variety of charities and non-profit organisations within our community.



10. SIGNATURES

Name	Signed	Role
Miles, Andy (AM)		Director
Robinson, Tony (TR)		Director
Robinson, Peter (PR)		Director
Sibbald, Duncan (DS)		Director
Made to Measure Mentoring Limited 1st January 2021		