

Corporate & Social Responsibility Policy (This policy is non-contractual)

Introduction

At MG ALBA, we recognise the importance of Corporate and Social Responsibility (CSR) in creating sustainable and positive impacts on our stakeholders and the communities in which we operate. This policy outlines our commitment to conducting business ethically, minimising environmental impact, and actively contributing to the well-being of society.

Ethical Business Practices

We are committed to conducting our business with the highest standards of ethics, integrity, and transparency. Our employees, suppliers, and partners are expected to adhere to these principles in all business dealings.

Compliance: we will comply with all applicable laws, regulations, and industry standards in the regions where we operate.

Anti-Corruption: we prohibit bribery and corruption in all business activities and expect our employees and business partners to uphold this commitment.

Fair Employment: We promote a diverse and inclusive workplace, free from discrimination and harassment. We are committed to providing fair wages, safe working conditions, and opportunities for professional growth to all employees.

Environmental Sustainability

We recognise the impact of our operations on the environment and are committed to minimising our ecological footprint. Our goal is to contribute to a sustainable future by adopting environmentally responsible practices.

Resource Efficiency: we will optimise the use of resources, reduce waste, and promote recycling in our operations.

Energy Conservation: we will strive to minimise energy consumption and invest in renewable energy sources whenever possible.

Green Procurement: we will prioritise suppliers and products that adhere to environmentally responsible practices.

Our environmental policy details the principles and practices MG ALBA will employ to ensure they align with our corporate and social responsibilities. This integrated approach provides goals and targets which



will achieve effective and efficient use of our resources and ensure that both our supply chain and internal practice is as sustainable as possible.

Community Engagement

We believe in being active contributors to the communities where we operate, fostering positive relationships and making a meaningful impact on society.

To that end, we are fully committed to our corporate and social responsibilities in a variety of ways including through our Environmental Policy, our Recruitment Policy and in-kind contributions to the community and charitable organisations. We provide free of charge expertise and equipment to local fundraising events, charity balls, quiz evenings, awards ceremonies, and also assist with the production of charity promotional videos, coverage of charity sporting events, cultural and educational workshops and film/Mòd events. This work is of vital importance to us as an organisation and we will continue to support and develop this area of our work. We will address this through our Corporate Risk Group and through our Wellbeing Champion to further identify areas of this aspect of our work.

Volunteerism: we encourage our employees to actively participate in community service initiatives and volunteer programmes. To this end, we have and promote our Volunteering Policy to staff and will continue to do so.

Education and Skills Development: We support educational and skills development programmes that empower individuals and communities. Practical examples of this are participation in careers days with local schools, community content partnerships which aim to integrate apprentices into the community, school/university work experience placements and working with local schools on national e-learning initiatives.

Stakeholder Communication

We are committed to transparent communication with our stakeholders, including employees, customers, investors, and the wider community. We will provide regular updates on our CSR initiatives and seek feedback for continuous improvement via our social media channels, newsletters, and dedicated webpages. MG ALBA's dedication to transparency extends to fostering open dialogue with stakeholders to ensure their voices shape the evolution of its CSR initiatives.

Review and Compliance

This policy will be reviewed regularly to ensure its continued relevance and effectiveness. Our commitment to CSR extends to all levels of the organisation, and employees are expected to familiarise themselves with and adhere to this policy.