



Corporate Social Responsibility Policy

Pro Landscapes MDX Ltd Unit 35 Longshot Lane

Industrial Estate Bracknell, Berkshire, RG12 1RL

Registered Company Number: 09207539

Policy date: January 2025

Pro Landscapes MDX recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, regulators, investors, suppliers, the community and the environment.

We 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.

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy. We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

This policy is to be reviewed annually, ensuring it is aligned or exceeds existing best practice and current legislation. This is to be undertaken by Directors Daniel Pilcher and Andrea Daykin in conjunction with company senior leadership, who will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

Signed: Daniel Pilcher, Director



01/01/2025

Pro Landscapes MDX Ltd

This policy is due for review on the 01/01/2026

Arrangements

This policy covers:

1. Our relationships with clients and suppliers.
2. The natural environment.
3. Our role in the community.
4. Our people and their workplace
5. Responsibilities for this policy

Our relationships with clients and suppliers

We are a client-focused business delivering high quality professional services and adding value to clients' businesses by providing them with sustainable solutions

- 1.1 If client requirements appear contrary to environmental, health and safety and social interests, we actively seek an alternative approach.
- 1.2 We will not participate in projects that may be environmentally or socially damaging or unsafe.
- 1.3 We will not be involved in any business initiative or projects where there are suspicions of bribery, corruption, breaches of human rights, unlawful or anti-competitive practices.
- 1.4 All work delivered to clients is subject to formal contract agreement.
- 1.5 Client and supplier feedback is actively encouraged and used to further improve the delivery of our services.
- 1.6 We procure goods and services from suppliers who share our corporate responsibility principles and can demonstrate a sustainable and ethical approach to their own activities.
- 1.7 We work with all our suppliers to constantly improve our performance and reduce our carbon footprint. Where we identify unacceptable performance in the supply chain, we will instigate urgent remedial action.

The natural environment

We are committed to ensuring that the needs of the natural environment are fully taken into consideration across all of its activities, to help achieve "living within environmental limits".

We operate effective controls throughout the business to ensure environmental objectives and targets are met.

We work closely with our clients to ensure that together we maximise environmental benefits and minimise adverse impacts.

We actively:

- 1.1 Maintain, and where possible, exceed compliance with current environmental legislation.

- 1.2 Anticipate the demands of future policy and regulation.
- 1.3 Demonstrate the positive impacts we can bring to bear through our professional advice and services to our client base
- 1.4 Achieve efficient, sustainable use of resources such as energy and water.
- 1.5 Quantify and report greenhouse gas emissions.
- 1.6 Maintain an Environmental Policy, in line with our ISO 14001 accreditation.

Our Role in the Community

We are committed to an active role in the local communities within which we operate, contributing towards local sustainability.

Our staff are actively encouraged to support good causes and charities and the company makes financial contributions to fundraising activities organised by staff to support charities.

Whenever possible we are working to support our local communities by:

- 1.1 Using local suppliers and local, seasonal produce with a low carbon footprint.
- 1.2 Encouraging staff involvement in local charitable organisations, voluntary sector groups and community projects.
- 1.3 Developing alliances with local businesses and communities that will be of mutual benefit.
- 1.4 Providing training opportunities/work experience for local school/university leavers.
- 1.5 Supporting initiatives that bring together key industries to debate, influence and promote sustainable activities.

People and the workplace

We recognise that staff are our most valuable asset and that their integrity, commitment and loyalty is vital to how we conduct our business, and to the long-term success of the company.

We support our staff and maintain our workplaces by the following.

- 1.1 We continually strive to be 'an employer of choice', attracting and retaining a talented, highly competent and motivated workforce.
- 1.2 Our staff are actively encouraged to develop skills, knowledge and competencies to help them realise their full potential, resulting in job satisfaction and loyalty to the business.
- 1.3 We value, reward, recognise and promote people with fairness and equality.
- 1.4 We allow employees the right of freedom of association and non-retaliation include but not limited to: Victimisation, Termination or illegal retraction of

benefits, reduction in compensation.

- 1.5 We provide a healthy, safe and secure working environment for all employees, visitors and others who may be affected by our working activities.
- 1.6 We are committed to addressing possible areas of concern to employees and to continually improving performance as an employer.
- 1.7 Supported by our anti-corruption, equality & diversity and code of conduct policies and formal business procedures we strive to ensure that all our employees conduct business in an honest, fair and professional manner.
- 1.8 We are committed to maintaining the “Investors in People” status which we see as a major and continual benefit to all our employees and the company as a whole.

Responsibility for the policy

1.1 The directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

1.2 Daniel Pilcher has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

1.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

1.4 You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to your manager.

This policy applies to **all persons** working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Any third-party or supplier found to be in breach in any of the above, or who fails to demonstrate such practices upon request are to be removed from or rejected from our organisation or approved supply chain.

Policy compliance

1.1 You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

1.2 You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

1.3 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

1.4 If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible. You should note that where appropriate, and with the welfare and safety of local workers as a priority, we may give support and guidance to our suppliers to help them address coercive or exploitative work practices in their own business and supply chains.

1.5 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager, or the directors.

1.6 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure, which can be found in the staff handbook.

Communication and awareness of this policy

1.1 Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

1.2 Our commitment to addressing the issue of modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this policy

- 1.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 1.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.