



**Solution
Expert**
Education

MCC Ltd
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SUPPLY CHAIN POLICY

It is the policy of the management of MCC in accordance with the ten principles of the United Nations Global Compact, to recognise the impact of its purchasing and distribution activities and decisions upon the local, regional and global community and environment.

As a responsible and connected corporate citizen, MCC Ltd is committed to continuous improvements in ethical purchasing and supply. MCC Ltd seeks to demonstrate active leadership in supply chain activities, and inspire its partners to do the same, such that human rights, labour standards and environmental laws and codes of practice will be regarded as setting the minimum standards for the Company's whole supply chain performance.

All employees and temporary workers have a duty to consider the effects of any purchasing decisions on the supply chain in relation both to MCC Ltd internal operations and through purchasing decisions within projects for clients and partners.

The management of MCC Ltd strives to source products and services, and supply the Company's services from organisations in which:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic, child labour is not tolerated
- Reasonable living wages are paid
- Working hours are not excessive
- No discrimination is practiced, based on equality in hiring, compensation, access to training, promotion, termination or retirement, on the basis of sex, marital or civil partnership status, pregnancy and maternity, race, nationality, ethnic (or national) origin, religion or beliefs, age, sexual orientation, political affiliation, gender reassignment, disability and membership (or non-membership) of a trade union or any other legal membership organisations
 - Regular employment is provided
 - No harsh or inhumane treatment is allowed, including threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation
- Environmental stewardship is practiced and where possible, goods and services be sourced locally, reducing carbon emissions in the supply chain



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In practice, MCC will as far as possible:

- Purchase Fair Trade items in preference to other goods, wherever available
- Avoid purchases of goods or services widely known to involve poor practices
- Purchase goods made from sustainable sources using local suppliers with ethical and transparent practices
 - MCC will also, where appropriate, raise the issue of supply chain policy during client engagements
 - MCC's policy for the supply chain will be reviewed annually and amended as necessary

Communication

A copy of this policy and all subsequent revisions will be brought to the notice of each employee. All new employees will receive a hard or electronic copy and a verbal statement on supply chain issues as part of their induction training.

Staff views and questions relating to supply chain matters are actively encouraged and should be raised with their employee representative, Office Manager or Director as appropriate. MCC and its Directors endorse the need for joint consultation to maintain the communication necessary to achieve good supply chain standards.

Expert advice will be obtained when required from appropriate sources/organisations.

David Bond
Managing Director