

Corporate Responsibility Policy



MIDA Civil Engineering Ltd sees its responsibility as a continuing commitment to behave ethically and contribute to economic development, improve the quality of life of our workforce, their families and those of the local community and society at large.

This *Statement* outlines how *MIDA Civil Engineering Ltd* takes account of its economic, social, and environmental impact in the way we operate our business.

By demonstrating our commitment to *Corporate Social Responsibility*, we aim to align our business values, purpose, and strategy with the needs of our workforce and our customers, whilst embedding such responsible and ethical principles into everything we do.

Environment

This *Statement* should also be read in conjunction with our *Quality & Environmental Policies*. Protection of the environment in which we live and operate is part of our values and principles and we consider it to be sound business practice.

Care for the local, national and global environment is one of our key responsibilities and an important part of the way in which we do business.

We will always consider environmental issues in the work we undertake and endeavor to reduce our negative environmental impact to a minimum as is detailed within our environmental policy and procedures.

As part of our commitment to the protection of the environment, we operate to the current *ISO 14001* standards, and our HSEQ management system is externally approved by a *UKAS Awarding Body* organisation.

Local Community

The *directors* will also ensure that our work with the local community involves:

- Working and supporting local and national charities
- Encouraging volunteer work in community activities
- Supporting local schools
- Undertaking voluntary business advisory services via professional bodies

Customers

The *directors* will also ensure that we deal responsibly, openly, and fairly with customers and potential clients by:

- Ensuring that all our advertising and documentation about the business and its activities are clear, informative, legal, decent, honest, and truthful.
- Being open and honest about our products and services, and telling customers what they want to know, including what we do to be socially responsible.
- Avoiding pressure selling techniques.
- Ensuring that if something goes wrong, we will acknowledge the problem and deal with it.
- Listening to our customers/clients to enable us to help improve the products and services we offer them.
- Ensuring that we evaluate what we do to constantly improve our competitive edge in the marketplace.

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Suppliers

The *directors* will also ensure that we deal responsibly, openly, and fairly with suppliers and sub-contractors by:

- Ensuring that we use local suppliers and sub-contractors as much as possible.
- That we will endeavour to pay our invoices on time.
- Not expecting any discounts to have a detrimental effect on their business.

Company Corporate Social Responsibility

The operational and ultimate responsibility for the commitment to our corporate social responsibility principles lies with the *directors* of *MIDA Civil Engineering Ltd*.

Employees are expected to give their full co-operation to the above principles when undertaking their activities at work.

Our sub-contractors, suppliers and consultants are also expected to apply our corporate responsibilities and environmental principles.

The effectiveness of this *policy statement* will be monitored and reviewed at least annually by the *directors* to ensure the organisation's continuing compliance with any relevant legislation, to meet new business requirements, and to identify areas for improvement.

We will also ensure that changes in this *policy* are brought to the attention of employees as necessary.

Signed:

A handwritten signature in black ink, appearing to be "James Brown", written over a horizontal line.

Date: 23rd February 2026

James Brown

Regional Managing Director