Corporate Social Responsibility Policy

Our commitments

We may be a small company, but we are mighty in our ambition to make a positive change in everything that we do.

We are dedicated to creating meaningful impact for our people, our communities and the environment. We have set out seven core commitments that guide our approach to corporate responsibility and help us play our part in creating a better world.

1. Employee wellbeing

The wellbeing of our people is a top priority. We believe that when individuals feel supported, valued and empowered, they are more likely to thrive both personally and professionally.

We are genuinely committed to creating a positive, healthy and supportive working environment, including safe spaces where people feel able to open up and seek support. Our approach to wellbeing has been recognised externally: we were honoured to win the Workplace Wellbeing Award at the Mental Health and Wellbeing Wales Awards 2022 and to achieve Silver in the Mind Workplace Wellbeing Index 2023. These awards reflect the dedication of our Wellbeing team, our Mental Health First Aiders and the thoughtful initiatives we have in place to support our people.

2. Equality, diversity and inclusion (ED&I)

We are deeply committed to embracing and celebrating difference, valuing diversity and promoting inclusion. At CMC, everyone is encouraged to bring their whole self to work, with their unique perspectives, experiences and talents welcomed and respected.

We believe that by appreciating and championing these differences, we create a stronger, more inclusive organisation where people can do their best work and thrive together.

3. The environment

We are a net zero company and take our environmental responsibilities seriously. Our carbon reduction programme focuses on embedding sustainable practices across the business, including supporting flexible and remote working to reduce travel and associated emissions.

Any carbon emissions that we do produce are 100% offset through an annual donation to the Carbon Footprint Company, supporting verified carbon reduction and tree-planting programmes. Further details are set out in our **Carbon Reduction Plan**.

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4. Charity and community

Supporting charities and our wider community is hugely important to us and as a business, we support a number of charities; however, we believe it is the exceptional efforts of our people that truly bring this commitment to life. Our team regularly goes above and beyond to support causes they care about, and many of our people also volunteer their time throughout the year with a variety of organisations. We take great pride in these collective efforts and the meaningful difference they make.

5. The Armed Forces Covenant

The Armed Forces Covenant is a promise from the nation to ensure that those who serve, or have served, and their families are treated fairly and are not disadvantaged as a result of their service.

As a Bronze Award holder, we actively support this commitment by employing veterans and service spouses or partners, providing them with opportunities for fulfilling civilian careers and ensuring they receive the recognition and support they deserve. Find out more **here**.

6. Paying a living wage

We are a Living Wage Employer and accredited by the Living Wage Foundation. We are proud of our commitment to paying our people fairly, in line with the real cost of living.

7. Fair payment

We are committed to fair and responsible business practices, including paying our suppliers promptly. We have always operated a standard 30-day payment term, and in recognition of this best practice we have been awarded Gold under the Fair Payment Code. This voluntary code promotes healthy business relationships by encouraging timely and transparent supplier payments.

This policy set was reviewed and approved by the CMC Operations Board.

Date: 22.09.2026

Signed by: Jeanette Lane, Director



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