

Introduction

McCue is committed to responsible business practises, and has a robust Environmental, Social and Governance (“ESG”) policy in place to support its commitment.

McCue aims to ensure that its ESG policy is appropriately applied to all projects in which we operate. McCue reviews and aims to keep up-to-date its ESG policies and related initiatives regularly to ensure they remain relevant and ambitious, as part of McCue’s commitment to responsible procurement and manufacture.

At McCue, environmental sustainability means minimising the environmental impact from our operations. Our priority is to deliver fit-outs that are finished to a high standard with minimal environmental impact.

McCue’s environmental sustainability focus areas and the related commitments and initiatives are outlined below:

Resource management and disclosure

- In seeking to minimise our environmental footprint, McCue aims to establish relevant quantifiable year- on-year reduction targets (for example, waste generation, water and energy use, and CO2 emissions including scope 1-3) on a like-for-like basis.
- McCue will continue to maintain its EMS system and it meets the ISO 14001 certification standards.
- In order to benchmark performance against industry best practice, McCue undertook its first submission to the NI Environmental Benchmarking Survey in 2019 and plans to undertake this annually.
- McCue’s environmental targets and KPIs will be measured and monitored by SustainIQ software.

Energy

McCue aims to explore further pathways to improve energy efficiency and reduce greenhouse gas emissions across our business by:

- Aiming to suggest replacing appliances and systems with energy efficient options if feasible during all major fitouts refurbishments, renovations or manufacture.
- Performing energy audits across our projects at regular intervals to identify cost- effective energy reduction opportunities.
- In our own premises, we will aim to reduce energy consumption to the lowest practical level commensurate with the operational needs of the company including green energy and PV solar panels.

Waste

- McCue strives to achieve best practices in waste management by following the ‘reduce, reuse, recycle’ waste hierarchy, avoiding purchasing materials that are unable to be recycled or reused, and diverting as much waste from landfill as possible. McCue will also continue to undertake all reasonable precautions to avoid pollution and contamination from waste generated by the assets we manage.
- We aim to complete waste audits for all our projects. By measuring and monitoring the waste produced by our project’s, we aim to be able to more effectively manage and reduce waste.

- We aim to minimise waste directly produced on the projects we manage by engaging with sub-contractors around this topic and introducing incentives for changing behaviour if appropriate.
- All waste is recorded using SustainIQ software.

Water

We strive to minimise indoor and outdoor water consumption on all our projects. We work to continuously increase our water management efforts and identify new opportunities for water savings. We plan to do this through:

- Measuring and monitoring water use on all our projects.
- Minimising water use in any fitout or refurbishment activities by ensuring that efficient water management processes are put in place before any alterations start.
- Investigating the feasibility of installing rainwater and/or grey water harvesting systems.
- Additionally, we strive to prevent water contamination on our projects. It is important to us that all our employees have access to safe, clean water sources.

Climate change adaptation and resilience

With climate change being one of the biggest challenges our society faces, McCue is committed to ensuring that our projects are resilient, and our people are protected and prepared for a variety of natural disaster scenarios. Within the overall built environment for which we are responsible, we will aim to minimise the impacts of extreme weather events upon our projects and the surrounding communities. To do so, we aim to:

- Regularly Develop Business Continuity Plan for our head office.

McCue conducts annual environmental risk assessments on our critical natural resources in our supply chain for manufacturing. We are FSC certified and where feasible we will only use these materials on our projects.

Biodiversity and ecology

We aspire to minimise the harm caused to the natural environment by our company's activities and to take advantage of opportunities to enhance it where possible. This will be done by integrating biodiversity considerations into our activities, identifying good working practices, and engaging with the communities and partners to preserve the natural environment. For new projects we aim where possible to do this through:

- Using landscape design to enhance local ecology.
- Developing Biodiversity action plans for all our projects.
- Undertaking ecological surveys prior to large scale projects.
- To facilitate biodiversity in urban areas, McCue will strive to implement a minimum of one of the following green spaces and/or biodiversity features on the projects in which we are the main contractor:
 - Bird boxes
 - Bat boxes
 - Communal gardens
 - Beehives
 - Green walls or roofs.

Materials

- We will ensure our contractors source materials in accordance with our Standards.
- The materials used on our projects can have a big impact on the environment. McCue aspires to question designers on product specifications and recommend more sustainable alternatives

Design, development and refurbishment

We will develop a Design Code that outlines the quality and sustainability requirements for all new projects. We will continue to review and develop the Code to ensure it remains relevant and robust. Key goals include:

- All projects including commercial units we will aim to achieve an Energy Performance Certificate (EPC) level of A unless otherwise agreed with the architect or client.
- A minimum 80% of building materials by volume shall aim to achieve a Green Guide rating of A or A+.
- A minimum 95% of on-site waste generation shall aim to be diverted from landfill.
- Selected building materials shall maximise recycled content and be sourced locally where feasible.
- We will actively work with our contractors to find and implement ways to measure and reduce CO2 emissions, energy use, unnecessary transport, water use and waste generation on development site.
- We aim to only partner with third parties that have in place, at a minimum, an environmental sustainability policy.
- We will install smart meters into all new developments when requested by the client, and we will recommend that all new existing assets will be fitted with appropriate building monitoring systems.

Communities and Wellbeing

Social sustainability for McCue means actively considering how our key stakeholders are impacted when making winning tenders. McCue aims to take into account the interests of all our suppliers, contractors and the local economy. We strive to always make a positive contribution, creating jobs in the areas which we operate.

Suppliers and contractors

- We shall ensure that we are registered with the “Considerate Contractors Scheme” for projects when requested by our clients.
- We will monitor and ensure our supply chain adheres to our business ethics, human rights, environmental product and on-site occupational safety standards. In doing so we will review the policies of our contractors.
- Going forward, we will seek to integrate supplier sustainability assessment into our formal selection process.
- Where possible, we will engage with local suppliers and service providers to stimulate local economies and foster job creation.

Community

- In order to understand what, if any, impacts our fit-outs or refurbishments have on the socio-economic development of local communities, we will commit to undertaking social sustainability assessments of a selection of our projects.

- We then aim to develop specific Community Engagement Plans for each of our projects taking into account the unique socio- economic characteristics of each neighbourhood, focusing on community outreach and supporting local charities.
- All of our projects aim to commit to supporting a local charity, or other relevant organisations.

Governance and Transparency

McCue acknowledges that strong corporate governance is critical to ensuring that only the highest quality and most relevant projects are tendered for. As a result, McCue operates under a robust framework of policies and procedures as described in the IMS. Jim Lacey our HSEQ manager has direct responsibility for the business ESG strategy which is reported monthly to our board of directors.

In line with the IMS, McCue is committed to ensuring rigorous governance in order to continue to operate successfully in the long- term. Ultimately, our aim is to become one of the most successful and sustainable fit-out companies in the UK. We recognise that this involves managing a variety of risks and materialising opportunities, both internally as well as for external stakeholders.

To ensure we have an up-to- date understanding of key ESG- related risks and opportunities, we have committed to an annual review of this policy together with our designated sustainability advisors.

Governance processes

Our financial governance principles and goals include the following:

- Retaining our balance sheet strength in order to remain financially stable and deliver on all our commitments
- Ensuring all projects are competitively tendered with our approved sub-contractors.

Transparency and stakeholder engagement

McCue is committed to collaborating and sharing information with our internal and external stakeholders, including employees, suppliers and contractors, as well as national and local governments. We will communicate to all parties through an annual sustainability report.

Customers

- McCue's reputation amongst our customers is critical to securing projects enhancing our reputation within our sectors. To meet the commitments outlined in this policy and to provide our customers with high quality sustainable fit-outs, we will:
- Ensure transparency of our sustainability performance via our annual sustainability report and other communication channels.
- Conduct periodic customer surveys, as outlined in the previous section.

Suppliers and contractors

- We will encourage the uptake of sustainability activities for our contractors and provide guidance in line with our ESG framework where requested.

National and Local Governments

- McCue actively seeks out opportunities to work with all levels of clients to inform them of our approach to sustainability. This includes responding to local Government consultations, engaging with Members of Parliament (MPs) and hosting visits to our sites when requested.
- We also participate in continued development of the sector by engaging with industry bodies relevant to our work.

Signed:



Gary Purdy
Managing Director

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