



MMC Corporate Social Responsibility (CSR) Policy

Introduction

At MMC, we recognise the importance of Corporate Social Responsibility (CSR) and are committed to conducting our business in a responsible, sustainable, and ethical manner. As a small consultancy with 2 employees, we understand our role in contributing to the well-being of our local community, the environment, and society at large.

1. Commitment to Employees

We value our employees and are dedicated to creating a supportive, inclusive, and respectful workplace. Our commitments include:

- Promoting work-life balance with flexible working hours.
- Ensuring fair pay and benefits, including pension contributions and professional development opportunities.
- Fostering an environment free from discrimination and encouraging diversity in all forms.
- Supporting the mental and physical well-being of our employees through various health initiatives.

2. Environmental Responsibility

We are committed to reducing our environmental impact and promoting sustainability:

- Minimising waste by recycling, reusing materials, and reducing paper use where possible.
- Encouraging the use of digital resources to reduce our carbon footprint.
- Promoting energy efficiency within our office, including responsible use of electricity and equipment.
- Supporting remote work practices to cut down on commuting and transportation emissions.

3. Community Engagement

As a small consultancy, we believe in giving back to the community and supporting local initiatives:



- Engaging in pro bono work for local charities and small businesses in need of our services.
- Encouraging employee involvement in volunteering activities within the community.
- Supporting local suppliers and partners wherever possible to contribute to the local economy.

4. Ethical Business Practices

We are committed to maintaining the highest standards of integrity in our operations:

- Complying with all relevant legal and regulatory requirements.
- Promoting transparency and accountability in our financial practices.
- Upholding ethical standards in client relationships, including confidentiality and fairness.
- Ensuring that our services align with the values of social and environmental responsibility.

5. Continuous Improvement

We will regularly review and update our CSR policy to ensure it remains relevant and effective. We encourage feedback from employees, clients, and stakeholders to help us improve our practices.

6. Contact Information

For any questions or concerns regarding this policy, please contact:

MMC:

2 -4 East Street, Newton Abbot, Devon TQ12 1AF

Mrs Marsha Cox marsha@mmcltd.co.uk

7. Policy Approval

This Policy has been approved by Marsha Cox. Any amendments or updates will be communicated to all employees.

Signed: 



[Name] Marsha Cox

[Title] Managing Director & Coaching Service Lead

[Date] 15th December 2025