

# MORRIS & COMPANY



Policy Statement 2025/2026

## GOOD CORPORATE CITIZENS

As a fifth-generation family business, we believe our ESG policy and strategy plays a vital role in the success of our company. Proud of our heritage, commercial success and the welfare of the many colleagues who make up the business today, our family values run deep throughout our trading operations.

The Morris & Company Board of Directors supports the principles set out in this policy driving financial and reputational value through meeting social, environmental and governance expectations. The policy provides guidelines and standards which set a common approach and practical guidance for each of our operations to bring to life, with particular relevance to its trading sector.

Collectively, by aligning our overarching business values & strategy with the needs of employees, customers and the communities we serve, we strive to be the most socially responsible and ethically considerate organisation we can be.

## OUR COMPANY

A forward-thinking property company spanning development, construction, portfolio management and holiday rentals. With our rich cultural history and long-term commitment to sustainable growth, we invest in the partnerships and communities we serve and in the great people who make up our family-run business group.

## OUR VISION

To be the region's first choice employer and property partner through our shared commitment to build and professionally manage high quality developments and properties. With our long-term outlook and family values, we provide our team with a supportive and inclusive environment, recognising the importance every one of us makes to our positive and respectful company culture.

## OUR VALUES

<i>Quality</i>	–	in what we build and how we work
<i>Trust</i>	–	through collaboration and honesty
<i>Responsibility</i>	–	socially, commercially and environmentally
<i>Advocacy</i>	–	championing local talent and the communities we serve

We fully recognise our responsibility to continually improve the economic, social and environmental impact in the way we do business - an ambition reflected in our company-wide philosophy:



*"Our philosophy brings to life our commonly held values and sums up our aim to deliver the highest possible quality of product or service through dedication to excellence in every aspect of everything we do."*

**Robin Morris**

Chairman, Morris & Company

Our principles and values are embedded within our efforts to deal responsibly and fairly in the workplace, within the local communities and the environment at large. We are committed to improving our operations and performance to minimise any negative impact and maximize the positive effects. We endeavour to conduct our business with honesty, integrity and openness, respecting human rights with the interests of our employees, customers and wider society at heart.

The policy's integrated approach exists in synergy with our existing environmental policies in addition to other current employment related policies including those covering Agency Workers, Alcohol and Substance Misuse; Anti-Slavery & Human Trafficking; Anti-bribery and Corruption; Anti-Harassment; Attendance; Complaints/Grievances; Carer's Leave; Confidentiality; Driving; Electronic Communications; Employing Volunteers; Equal Opportunities and Diversity; Family-friendly policies; Flexible Working; Health & Safety; Holiday; Lone Working; Paternity; Redundancy; Recruitment; Retirement; Sexual Harassment; Smoke Free; Training; Whistle Blowing.

## ENVIRONMENT

As an organisation, we comply with all applicable environmental law and regulations relevant to our businesses. We pledge to constantly improve the management of our environmental impact, working with our business partners and other environmental groups and organisations to promote environmental care and increase our understanding of environmental issues pertinent to our businesses.

Having developed our strategy and plan to decarbonisation with Clean Tech Group in 2024, and having announced our first year's performance set against targets, we will continue to implement recommendations to progress on our journey to Net Zero.

### DELIVERABLES FOR 2025/26

- Continuing to monitor company-wide energy use to encourage further reduction including measures such as installing smart metres across the portfolio, adding electric charging points to new holiday rentals and providing PV ready options into new builds.
- Working with our supply chain re their decarb ambitions, increasing our eco-friendly partners.
- Proactively sourcing local goods and services wherever commercially viable.
- Working in partnership with local authorities to create biodiversity net gain (BNG) for current and future developments.
- Reducing the frequency of replacement re company cars (4 year cycle), helping improve environmental impact.
- Switching to biofuel options and continuing to replace construction fleet with electric powered vehicles where feasible.
- Featuring regular reminder notices in the Company digital M Word magazine to encourage energy efficiency and reporting results clearly for
- Ensuring compliance with the company's improved recycling programme.

## BENEFITS

Reducing energy, costs and waste, attracting employees who want to be associated with an environmentally responsible company and increasing our ability to comply with current and future regulation.

## SOCIAL

Our aim is to create a safe and constructive workplace in which there is mutual trust and respect; where physical and mental wellbeing are supported and where everyone has a sense of responsibility for the performance and reputation of our company. We strive to be a business where key suppliers and customers are appropriately and professionally managed and connected with us.

Our community participation reflects our colleagues' social responsibility opinions and aspirations in a number of different ways including expertise and employee time given free of charge and covered by the business; as well as through financial support and donations for charitable causes which we all believe meet and match our values.

The group-wide established ESG Action Group, comprising members from across our business, continues to agree and guide in the areas of environmental innovation, community activity and charitable giving, supporting the evolution of our social responsibility programme. It continues in its mission to grow its positive impact, meeting twice a year to discuss and evaluate progress and devise new ideas and developments.

## DELIVERABLES FOR 2025/26

### Colleagues:

- Continuing to offer colleagues enhanced professional training opportunities over and above statutory training, through membership of professional organisations with courses and webinars ranging from Accountancy & Financial Services; Human Resources and Law, to First Aid to Google Analytics.
- Continuing to help all our staff members have access to helpful and free guidance and support specifically for positive mental health through the Telus programme we provide and Company wellness events such as Blue Monday January roadshow.
- Recognising and celebrating with all our staff on their long service achievements providing opportunity to present awards/gifts and mark the occasions in our company digital magazine and on company social media platforms. 2024 saw us celebrate 10 long service awards equating to 100 years of service.
- Expanding the use of the HR software enabling managers to best support staff personal development with Sage Communications available for all staff to utilise.
- Creating and communicating with colleagues through our company-wide digital magazine The M Word and regular news updates.
- Continuing to stage social occasions for our teams to share time together through new events as voted for and organised by the energised ESG team.

## Community

- Working to identify opportunities where we can add value FOC to the communities in which we are working. This can range from building activities to tree planting, supporting classroom activities and donating equipment and time.
- Continuing with our apprenticeship programme and additionally providing opportunities for T Level students to gain experience and work within our business.
- Supporting the Mayor of Shrewsbury as headline sponsor of his family-friendly free Summer of Fun events in the Quarry park throughout summer 2025.
- Continuing to empower staff to fundraise for the company's elected charitable causes and community activities.
- Considering all requests for donations and apportioning the defined annual charities budget appropriately to relevant local charitable causes, ensuring we make a positive impact to our communities.
- Offering work experience placements for local students from Shrewsbury Colleges group for a full week working across our business to support studies and career opportunities. Additionally, committing to ad hoc opportunities championed by our staff as requested.
- Continuing our participation with Investors in the Community Programme which assists numerous local charitable causes.
- Forging strong links with local authorities and other regional organisations to support mutually agreed community events particularly those in proximity or associated to our trading activities.
- Communicating ideas and activities where staff can become involved in helping raise funds for charities.

## BENEFITS

Ensures colleagues feel safe, connected and informed about life across the business with opportunities to make a difference. Ensuring colleagues are well trained and armed to carry out their roles effectively, supported by efficient systems, protocols, technology and tools.

An holistic plan of activity empowering and motivating staff, enhancing company reputation as a socially aware and active organisation 'living its values'. Improved staff engagement and satisfaction. Closer engagement with partners and projects within the community.

Assistance in evidencing corporate responsibility for Tendering opportunities and in helping attract and recruit the best staff.

## GOVERNANCE

Our corporate governance remains dynamic allowing us as an organisation to adapt to all manner of business challenges, the changing requirements of our people and to meet all legal frameworks.

Our overall philosophy as a company is Excellence as Standard and this sits at the heart of our operations. Through measuring and reporting against our company's overall mission and philosophy, the engagement around our social/environmental impact, promoting our ethics and seeking transparency in our operations, we are able to evaluate our performance, learn and improve.

We understand the importance of communication to manage internal and external messaging, and compliance with this policy is continuously monitored and subject to review and scrutiny by the Morris & Company Board annually.

We measure the impact of our policy on agreed criteria of customer satisfaction and loyalty; employees improved skills, satisfaction and reduction in staff turnover, as well as environmental and sustainability targets as stipulated each year within this policy. This policy seeks continuous improvement and compliance with legislation with proper regard to the protection of people, premises, property and the environment.

## **DELIVERABLES FOR 2025/26**

- Ensuring the business remains competitively positioned and armed to compete in the markets it serves.
- Ensuring the full range of policies are up to date and that employment policies are designed to safeguard and protect our staff and promote professionalism, as well as providing assurance for suppliers and customers alike.
- Ensuring consistent and thorough communications with all colleagues to share business performance and to connect teams with a common cause.
- Staging a company-wide staff satisfaction questionnaire staged by a professional third party to monitor and learn from colleague feedback and to implement new processes and ideas as a result of the consultation.
- Evidencing best practice supplier relationships through good briefing processes, timely ordering/invoice settlement.
- Ensuring compliance with our legal obligations under the GDPR regulations in the course of processing data under this policy.

**April 2025**