

MCM.

Social Purpose Policy.

VERSION 2.0

Put People
First.

Embrace
Diversity.

Conserve
the Planet.

Care &
Give Back.

MCM Social Purpose Policy.



At MCM, we pride ourselves on being more than designers. We see ourselves as drivers for social change, with a responsibility to create a better world for everyone.

MCM have developed a Social Purpose Policy that reflects our commitment to working together with our staff, our clients, and the community around us to ensure that the legacy we leave is ultimately for the better. Our policy covers four key priorities: Put People First. Embrace Diversity. Conserve the Planet. Care & Give Back.

In 2021 MCM became one of the first UK Architecture firms to become B Corp certified. Certified B Corporations are a new kind of business that balances purpose and profit. They are legally required to consider the impact of their decisions on their workers, customers, suppliers, community, and the environment. This is a community of leaders, driving a global movement of people using business as a force for good.

This document is a summary of several of our social purpose pillars and the actions MCM are taking to make our business a force for good.

MCM Social Purpose Policy.

Put People First.

When we say people at the heart, we are not just talking about our approach to design. Our people are integral to our success, and their wellbeing is paramount. We have a number of initiatives in place to show we are committed to supporting our team's mental and physical health to ensure they continue to feel happy, safe and engaged. Our focus on staff welfare during the Covid 19 pandemic has amplified the need to care for our people and MCM have facilitated and supported many initiatives. Our staff have also stepped up to keep colleagues engaged, connected, and balanced.

Our Actions:

- MCM have implemented a Wellbeing Team, responsible for leading staff welfare initiatives. The team arrange wellbeing activities including group HIIT & Yoga, meditation sessions and documentary screenings and more.
- We have dedicated mental health first aiders across our firm who support mental health within the workplace.
- The MCM Social Committee are also key contributors to our people first priority. Fun is embedded into the fabric of our culture – we make it priority to ensure there are always regular events lined that allow our team to switch off.
- Staff also partake in a running club and weekend group walking or cycling sessions.
- Our monthly Big Lunch every first Thursday, brings the entire office together to encourage bonding and is often associated with a learning/support programme.
- Our CPD programme provides learning opportunities for staff every week via external experts visiting MCM.
- Our Staff are supported by full Health Care Insurance via BUPA plus added benefits supporting proactive health initiatives such as gym, physio, osteopath, and others.
- During the pandemic, we have had regular staff engagements via surveys and on-line forums during lockdown to canvass opinions, understand concerns and stresses, and listen to inform our actions that will support everyone. Resulting in establishing a buddy system, coffee mornings, virtual lunch breaks, on-line social activities such as quiz nights, movie nights, fitness classes, yoga and more.
- We design with wellness in mind and are supporters of the WELL building certification process and intentions. One member of our staff is a fully qualified WELL Assessor.



MCM Social Purpose Policy.

Embrace Diversity.

MCM is a safe space for all. Regardless of background, race, disability, sexuality, or gender identity – we treat each other fairly and with respect. We are proud to be home to a diversified team of cultures, skills and nationalities. We aim to continue to attract a workforce that is diverse in all respects, and to maintain an inclusive, nurturing environment. Our staff are 68% female, from 12 nationalities and speak 10 languages.

Our Actions:

- Our core values are important to all staff at MCM. Honesty & Integrity, One Team, Pushing the Boundaries, Passionate & Inspiring, Nurturing. We hold these values as non-negotiable and they set the tone for our culture and influence our recruitment.
- Our staff appraisal system is quarterly, and part of the appraisal review is around core values as much as performance of job roles.
- Our office is an agile and flexible work environment where we trust staff to work wherever it suits them to get their work done. This policy has been in place for many years before Covid 19 and has enabled MCM to have for example working parents with young children flex days or hours to enable care for children or staff with disabilities that find commuting difficult.

- Our Diversity policy ensures we recruit top talent wherever they are and whomever they are. In the new world of working remotely, we are fortunate to have staff living in locations far from our office that are engaged in working with MCM.
- We are a transparent business and invite opinions and feedback from all staff which has several forms including a basic suggestions board, formal staff gatherings or workshops and forums. In addition, every Monday MCM conduct a start the week meeting with all staff in attendance either in person or virtually and the office hears of news, activities, HR, Finance, Marketing and Business Development news, CPD and operational issues.
- We support and encourage open discussion affecting society, the planet and world at large. In the office we have hosted XR speakers and recently held an open forum for staff to discuss feelings, ideas and actions we as a company can make around the Black Lives Matter movement.
- A critical part of our Diversity commitment is promoting our industry to a broader audience. We have supported a number of local youth groups and charities over the years offering internships, work experience and access to our design team. Some of our team are also part of the Creative Mentor Network, a

mentoring scheme designed to inspire people from low socio-economic backgrounds to enter the creative industries. We believe to make our industry more inclusive we have to start at a grass roots level.

- Last year we committed to becoming BCorp certified. Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

MCM Social Purpose Policy.

Conserve the Planet.

We know one of the biggest tasks of this century is to create built environments that are both socially and environmentally sustainable. We are true believers that our success as a business should not come at the cost of the environment. Not only do MCM design with a green mindset, but our internal business operations also prioritises cutting our waste, sourcing responsibly, recycling and reducing emissions where possible.

Our Actions:

- MCM have made a commitment to only specifying sustainably sourced materials on our projects. We are passionate about educating and informing our suppliers, clients, and consultants on this topic through the active input of our Frontiers team.
- As designers of workplaces we often are faced with the issue of waste. We proactively as a matter of first choice try to reuse materials or products. For example many of our projects will entail refurbished and reused furniture that we initiate and organise. We actively support shell and core solutions with developers rather than CAT A fit out which sees significant elements such as ceilings stripped out and and thrown away.
- We have a dedicated Furniture and Materials expert that vets and interrogates all suppliers for their sustainability and environmental credentials before we are willing to specify.
- Many of our projects are BREEAM or LEED certified, and we are proactive in supporting our clients and other consultants in achieving certifications. However even if projects are not destined for certification MCM will always design and specify to our best endeavours to eliminate waste, reduce energy, and create sustainable solutions.
- In our office we maintain a no plastics policy, provide filtered water on tap to reduce bottled water, obtain our energy from a green supplier, recycle 95% of waste, maintain a reuse box of items for staff to swap such as bags or cups that otherwise would go to landfill, organise swap days for staff to swap clothing rather than dispose, and use our openable windows as often as possible rather than cooling systems to conserve energy.
- We are an active supporter of the Architects Declare movement and MCM were founding members of a new branch called # Interior Design Declares which is tasked with raising awareness and taking actions related to climate change and biodiversity emergencies.
- Our commitment to sustainability is also demonstrated by our ISO 14001 Environmental Management System accreditation.
- MCM have led a campaign related to COP 26 where we have published 26 Habits that everyone can adopt to help conserve the planet. The 26 ideas have been posted in social media one each day for 26 working days leading up to COP 26. The campaign has reached thousands of MCM contacts in social media and has been widely reposted across the world.

MCM Social Purpose Policy.

Care & Give Back.

We are firm believers in giving back and supporting the local communities in which we operate. MCM partners with several charities and community groups. Wherever the help is needed, we rally the team to contribute time, funds or payment in kind. We have a team of people who co-ordinate activities and liaise with the charity to identify the best form of support.

Our Actions:

- In recent years, MCM have selected an annual charity Partner. We have been working closely with Rethink Mental Illness and have been raising awareness and funds to support the brilliant work they do across the UK for individuals struggling to live with mental health issues.
- MCM staff plan and participate in fundraising activities for our chosen charity combined with wellness initiatives such as tough mudder competitions, triathlons, cycling events, golf marathon, a pier to pier swimming event and running events.
- MCM also take part in Wrap Up London every winter. We ask our staff and their families to donate pre-loved winter items that are distributed to charities who support the homeless as well as refugees and families in need.
- We volunteer to support feeding the homeless at Borough Market each month.
- MCM are supporters of SE1, a Southwark charity that helps young people get a start in life and actively participate in mentoring and work experience programmes when possible.
- Many of our staff take part in charitable activities, with MCM providing one day off a year to each of our team members for charity commitments.

