



Our Sustainability Policy

At Mineral, we choose to anchor our business principles and targets to the UN Sustainable Development Goals (UN SDGs) and UN Global Compact. This includes the following measures:

Internally:

- Monitor and measure our performance to the UN SDGs and the UN SDG Action Tracker, on an annual basis, in support of the 2015 Paris Agreement
- Apply the ISO 26000 standards to integrate socially responsible behaviour into our business practices, taking responsibility to utilise resources and solutions which have as little negative environmental and societal impact as possible, recognising that in choosing companies with good governance and where possible, a social purpose or cause, we can help make a difference. By doing so, not only can we ensure we're doing the best we can to control our sustainable behaviours, but also utilise our experience to guide our stakeholders to do the same via their engagement and communications.
- Manage our business responsibly, transparently, and ethically – questioning our decisions to ensure we are making viable choices for the benefit of ourselves, our clients, and our planet
- Review and monitor our direct and indirect environmental and societal impacts, via targets and goals related to energy use, water use, waste, pollution, transport, and recycling
- Review and monitor our supply chain, making improvements to our internal procurement, vendor choices and best practices on an annual basis
- Promote sustainable values, goals, and purpose in all our business activities
- Consider Circularity – embedding this into our business activities wherever possible
- Educate and inform our team on sustainable issues and trends, encouraging behaviours to improve our business
- Create an empowering culture whereby our team feel confident and capable of delivering personal growth and career development
- Donate a percentage of our revenue to sustainability-related causes in the South West, in collaboration with our clients

Externally:

- Communicate on sustainable issues to educate and inform our clients, for a more sustainable future
- Keep abreast of the latest laws and regulations relevant to our business, adapting as necessary to ensure we and our clients remain as sustainable as possible – including voluntary agreements where they create tangible benefits
- Advocate for environmental and societal issues across our region and in our work with clients
- Look to provide opportunities within the local community in the first instance, be it employment opportunities, supplier relationships or supporting meaningful causes

Charlie Brunyate
Director
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The UN SDGs

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



The UN Global Compact

Corporate sustainability starts with a company's value system and a principles-based approach to

doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

 HUMAN RIGHTS	 LABOUR	 ENVIRONMENT	 ANTI-CORRUPTION
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Principle 7: Businesses should support a precautionary approach to environmental challenges;	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
Principle 2: make sure that they are not complicit in human rights abuses.	Principle 4: the elimination of all forms of forced and compulsory labour;	Principle 8: undertake initiatives to promote greater environmental responsibility; and	
	Principle 5: the effective abolition of child labour; and	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	
	Principle 6: the elimination of discrimination in respect of employment and occupation.		