SHEQ Policy

Our Commitment

At M Group Technology and Communications, we are committed to delivering a safe, sustainable, and high-quality services to all our stakeholders, with a strong focus on a 'First Time, Every Time, On Time' approach. Our commitment aligns with our ambition to be an employer of choice, fostering a culture of personal development, safety, and responsibility within a socially and economically sustainable business.

Our approach is underpinned by our Values and Behaviours, Minimum Standards, and our 'It Starts with Me' behavioural framework.

The Senior Management Team is dedicated to implementing and maintaining a robust Business Management System that complies with ISO9001, ISO14001, ISO45001 and any additional supplementary standards by:

- Providing and maintaining safe and healthy working conditions for all
- Setting clear objectives to drive continual improvement in safety, sustainability and performance in line with our Group values and behaviours
- Meeting and exceeding legal and regulatory requirements, eliminating hazards and reducing risk
- Taking action to adapt to the impacts of climate change and providing sustainable and effective solutions for our customers
- Actively encouraging consultation, engagement and participation among our people
- Ensuring that our business operations align with industry best practices and recognised standards
- Setting the strategic direction to deliver long-term sustainable success

By embedding these objectives into our daily operations, we ensure that safety and health, environment, sustainability, and quality are at the heart of everything we do.

Safety, Health and Wellbeing

Safety is our priority, and we are committed to an incident free environment. We will identify and control risks, provide resources and training, and empower our people to stop unsafe work, reinforcing our culture of continual safety improvement.

We believe that the health, safety, wellbeing, and welfare of our people, those that work for us and everyone else affected by our activities are fundamental to the success of our business.

We encourage our people to report and resolve any unsafe acts or conditions in line with our reporting culture. We uphold our commitments enabling an individual's right to refuse to work if they believe their own or any other person's safety, health, wellbeing, or welfare is at risk.

Environment and Sustainability

We actively minimise our environmental impact, focusing on waste reduction, pollution prevention, resource efficiency, and sustainable practices.

We will continually improve and enhance our environmental performance through an effective management system, environmental stewardship, social value, and community benefit through sustainable working.

Quality

We will provide high-quality services that consistently meet our customers' expectations and drive a Right First Time, On Time, Every Time culture that encourages continual improvement in business performance and organisational learning.

Our Business Management System satisfies the requirements of our customers and contracts, legal and regulatory obligations, the requirements of relevant industry standards, the applicable National Highways Sector Schemes 8 and 12D.

People

We are an inclusive, equal-opportunity employer, committed to creating a workplace where individuals flourish and progress through structured career development programs. We respect and uphold human rights, ensuring fair, safe, and inclusive working conditions while opposing all forms of discrimination, forced labour, and exploitation. Our commitment extends across our operations and supply chain, promoting ethical and responsible business practices.

Delivery and Integrity

Through openness, innovation, and collaboration, we ensure our services align with our clients' evolving needs, consistently delivering value.

We uphold the highest standards of honesty, respect, and accountability in everything we do. We act with sensitivity to the concerns of our people, clients, and society at large. We promote a culture of trust, transparency, and ethical decision-making, ensuring we take full responsibility for our actions.

Continual Improvement

This policy is actively developed, monitored for compliance, and formally reviewed annually or earlier if required by legislative or organisational changes, to maintain its effectiveness, relevance and support the continual improvement of our Business Management System. It will be communicated and made readily accessible to our people.

Our commitment to continual improvement ensures that we remain a trusted and responsible partner for our people, clients, and stakeholders.



Mark Turner
Managing Director

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