Corporate Social Responsibility Policy

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Code of Business Ethics

This code applies to all the operations of **MAMO Building Services Ltd**. and sets out the minimum standards which we expect from staff in their internal and external dealings with colleagues, customers and third parties.

Basic Standards of Conduct

- We will conduct every aspect of our business with honesty, integrity and openness, respecting human rights and the interests of our employees, customers and third parties.
- We will respect the legitimate interests of third parties with whom we have dealings during our business.
- We will maintain the highest standards of integrity – for example, we will not promise more than we can reasonably deliver or make commitments we cannot or do not intend to keep.
- We will, as far as possible, offer job opportunities to the communities in which we work and will strive to use local resources and local suppliers where their product meets job specifications and budgetary requirements.

Value the Employees

Mamo Building Services Ltd.:

- Is committed to creating and maintaining a safe and healthy working environment for its employees.
- Will strive to create a workplace in which there is mutual trust and respect and where every person feels responsible for the performance and reputation of our company.
- Will respect the individual and each other's rights, customs and traditions including the right to freedom of association and the right to decide whether to join a trade union and will negotiate in good faith with the properly elected representatives of its employees.
- Will work towards achieving a diverse workforce, recruiting, employing and promoting employees only based on objective criteria and the qualifications needed for the job to be performed.
- Will work with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry.
- Will assist all employees in realising their potential.

Care for The Environment

We shall develop Environmental policies and objectives as part of the business planning cycle

Mamo Building Services Ltd

- is committed to making continuous improvement in the management of its environmental impact.
- will work with our partners to promote environmental care, increase understanding of environmental issues and disseminate good practice.

- will promote energy-saving measures, where possible, to try to secure the sustainability of our resources

Ethical Purchasing policy

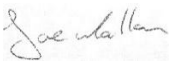
Mamo Building Services Ltd:

- Is committed to obtaining and retaining competitive goods and services while at the same time ensuring they are from sources which have not jeopardised human rights, safety or the environment
- Promotes good working relationships with our suppliers which is central to the success of our business
- Develop strong relationships with our suppliers, based on mutual trust, understanding and respect

Feedback

We will take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

Signed:



Joe Mallon,

Managing Director Date: 05/01/2026