

MiCiM Corporate Social Responsibility Policy

MiCiM has a mission statement that sets out the board of directors' ethos and direction for the company, this being:

"We will be collaborative, open, honest and fair. We forge long standing relationships with clients and suppliers to ensure whenever anyone is asked who their choice of trusted partner is, MiCiM is top of the list."

MiCiM want this collaborative, open, honest and fair approach not only to be exercised towards our clients and project stakeholders but also to be employed with and between all our colleagues, contractors and those communities and environments where we do business.

We recognise that this "Corporate Social Responsibility (CSR)" matters and is of increasing importance and fundamental to the continued success of the organisation.

MiCiM want our CSR Policy to provide long-term benefits to our employees, customers, partners and individuals in all the communities in which we work, and will focus on the eight key areas:

Employees – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction through taking heed of their needs and aspirations and through training, mentoring, and aiding their development benefiting their quality of life.

Health and Safety – Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.

Environmental Impacts – Managing business activities to minimise the waste produced on sites by sustainable sourcing and reductions on packaging. Maximise recycling opportunities and minimise the risk of pollution, waste, and nuisance to neighbours. We will work as closely as possible to the requirements of CLOCS (Construction Logistics and Community Safety) in the planning of our logistics and traffic management plans.

Sustainable Development – Long term impacts to the communities that MiCiM interact with are to be managed including influencing our clients to maximise the energy efficiency of their buildings, minimise water use, by encouraging sustainable cooling options. And MiCiM will minimise transport and use as much local material and labour as possible meeting social and economic needs.

Relationships with Customers – Being responsive to customer needs and providing a quality and consistency of service that goes beyond the relevant legislative and contractual considerations to ensure that their best interests are secured.

Suppliers and Partners – Treating suppliers fairly and advocating similar CSR codes of practice throughout the goods and services supply chain.

Community Involvement – Charitable giving and engagement with local communities through funding, support and work experience programmes where possible. MiCiM do however recognise that the nature of our business is transitory in any one community and will therefore be happy to support those employees who work in their own local community or a specific charity organisation that they may support.

Ethos – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.
The organisations CSR shall be implemented and maintained through the following key documents and Policies:

Employee Handbook
Health and Safety Policy
Environmental Policy

The directors of MiCiM are happy to engage with all interested parties regarding CSR matters. For further information contact Chris Jarman, Construction Director.



Chris Jarman Construction Director
Director responsible for Health and Safety