



Internal CSR Report - McGowans

Date: 08/01/2024

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Role: Operations

Purpose of Report

The purpose of this report is to provide an overview of our current Corporate Social Responsibility (CSR) practices, identify areas for improvement, and outline steps to develop a comprehensive CSR policy for McGowans. This report is intended for internal review and will form the basis for the public CSR policy to be displayed on our company website.

Environmental Responsibility

Current Practices:

- **Waste Reduction:** We currently recycle a significant portion of our waste materials, including paper, plastics, and metals. We also encourage employees to adopt eco-friendly practices.
- **Energy Efficiency:** Our facilities are equipped with energy-efficient lighting, and we have made efforts to reduce energy consumption through equipment upgrades.
- **Solar Power:** Solar panels have been integrated into our power requirements to reduce our reliance on non-renewable energy sources.

Areas for Improvement:

- **Energy Sources:** Currently, our energy is sourced from a mix of renewable and non-renewable sources. We need to explore more renewable energy options to reduce our carbon footprint.
- **Sustainable Resources:** Although we use some recycled materials, we need to increase our reliance on sustainable and certified suppliers.

Social Responsibility

Current Practices:

- **Employee Well-being:** We offer competitive benefits, and our work environment promotes health and safety.
- **Diversity and Inclusion:** We have a diverse workforce and enforce anti-discrimination policies.

Areas for Improvement:

- **Community Engagement:** Our current community involvement is limited to occasional volunteering. We need a more structured approach to community engagement.
- **Employee Development:** There is room for improvement in providing opportunities for career growth and development within the company.

Ethical Business Practices

Current Practices:

- **Compliance with Laws:** We comply with all applicable laws and regulations, including anti-bribery and anti-corruption laws.
- **Supply Chain Responsibility:** We maintain relationships with our suppliers but lack a formal process for ensuring ethical sourcing.

Areas for Improvement:

- **Transparency:** While we comply with laws, we need to be more transparent in our business practices and communicate our efforts to stakeholders.
- **Fair Employment Practices:** We must ensure that all employees have equal opportunities for advancement and that our policies are inclusive.

Additional Recommendations for CSR Policy

1. **Formalise Environmental Practices:** Develop a structured plan to increase recycling, reduce waste, and explore renewable energy options. Work with sustainable suppliers for raw materials.
2. **Strengthen Ethical Business Practices:** Implement a comprehensive supply chain auditing process to ensure ethical sourcing and fair labour practices.
3. **Promote Continuous Improvement:** Establish a process to regularly assess and improve CSR practices, ensuring that we adapt to changing regulations and industry trends.
4. **Employee Involvement:** Encourage more employee engagement in CSR activities, from sustainability initiatives to community projects.

Conclusion

This internal CSR report identifies key areas where McGowans can improve its corporate social responsibility practices. By addressing these areas, we can create a comprehensive CSR policy that reflects our commitment to environmental responsibility, social engagement, and ethical business practices. This policy will serve as a foundation for our ongoing efforts to become a more sustainable and socially responsible company.

Authorised Signature



Print Name and Title

BRIAN FAY OPERATIONS MANAGER.

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