

CORPORATE SOCIAL RESPONSIBILITY

1. POLICY

- 1.1. We take our corporate responsibilities (**CSR**) seriously and are committed to advancing our policies and systems to ensure we address and monitor all aspects of CSR that are relevant to our business. These include good ethical behaviour, concern for employee health and safety, care for the environment and community involvement.
- 1.2. We recognize that our social, environmental and ethical conduct has an impact on our reputation. Therefore, we commit to continual improvement in our performance, efficient use of resources and zero harm to people and the environment.
- 1.3. We are committed to taking positive steps towards CSR through technically appropriate operations, environmentally sound practices and socially responsible actions. MIRIS takes ultimate responsibility for CSR and is committed to developing and implementing appropriate policies while adhering to a fundamental commitment to create and sustain long term value for shareholders and all stakeholders.

2. GOVERNANCE

- 2.1. We aim to achieve this by implementing sound corporate governance practices, operating in a responsible manner towards employees through fair and equitable practices, minimizing environmental impacts through the implementation of international standards, transparent reporting on operations and activities, developing personnel and caring for the environment.

3. EMPLOYEES

- 3.1. MIRIS aims to recruit and retain the highest calibre of employees and sub-consultants and encourages their contribution and development. Employees are provided with learning and development opportunities to fulfil their potential.

4. SAFETY

- 4.1. Safety is a priority concern for MIRIS, and all employees are expected to be engaged in maintaining safe work practices through comprehensive risk assessments, enforcing health and safety policies and regularly reviewing operating procedures. Safety performance is reported throughout the line management to the Chief Executive Officer.

5. ENVIRONMENT

- 5.1. Good environmental practice and the impact that our operations have on the environment are of great importance to MIRIS. The company is committed to sound environmental management and compliance with all applicable environmental legislation in the jurisdictions in which we operate.

6. CHARITY

6.1. Charitable work has always been an important part of the the company commitment to the local community and the country as a whole. Supporting charities that provide a worthwhile service to disadvantaged sections of our community is something we are passionate about, and we actively support the voluntary emergency services and retired military charities. The company has recently purchased a painting supplied by the RNLI and the monies given to the RNLI. The company also supports the SBS Association by making annual purchase of a table at the charities fundraising dinner.

7. COMMUNITY

7.1. The company also provides a free security service to the Business Centre that the office rents to ensure not only their security, but for all other tenants alike.

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Michael Williams
Chief Executive Officer

August 2024