



Our Philosophy:

At MAC Roofing and Contracting, we are committed to clear and ethical standards of behaviour throughout all areas of our business. This is clearly demonstrated being a BeFAIR Bronze accredited Company. We take responsibility for creating wider benefits both within, around our business and endeavour to make our impact both internal and external though all stakeholders a positive and valuable one.

Our corporate responsibility determines the way we carry out our business, underpinning the inherent company values and business strategies. These values and strategies are at the forefront of our thinking to achieve our long term visions and goals.

We believe:

- **Businesses derive substantial advantage**, and avoid serious risks, by acting correctly, with humanity, compassion and with proper social consideration.
- **Competitive advantage** – customers are increasingly favouring providers and suppliers who demonstrate responsibility and ethical practices.
- **Better staff retention and engagement** – the best staff want to work for truly responsible and ethical employers.
- **Staff morale and culture** – staff who work in high integrity, socially responsible, globally considerate company are far less prone to stress, attrition and dissatisfaction. Therefore they are happier and much more productive.
- **Reputation** – it takes years to build organisational reputation – but only one ‘scandal’ to destroy it. Ethical responsible organisations are far less prone to scandals and disasters and will know how to deal with issues effectively, openly and honestly.
- **Legacy** – Mac Roofing and Contracting would be preferred to be remembered for doing and building something good, solid and leaving a long lasting value to all, rather than simply ‘making money’ regardless of effect upon others or the environment.



So, how do we substantiate our beliefs?

We are introducing our **MAC's gone MAD™** programme - how we 'Make a difference' to highlight our philosophy to all!

MAC's gone MAD™ will operate at 3 levels:

Corporate Level by supporting on matched time and financial fund of £100,000.00 basis with an nominated charity(s) and the **MAC Academy**, which will focus upon specific national issues related to the industry i.e. young entrants across all skill sets.. Total funding value to be sent annually in January

Local Level by employees nominating local charities or groups where support would be merit worthy on a personal or business level. Support will be provided on a £ for £ basis and/or by employee time and energy. Funding budgets will be set quarterly to arrange for a substantive number of activities to take place over a year.

Individual Level by supporting individual meritorious events and activities from our staff

Change Management Principles

- At all times we will involve and agree support from people within system (system = environment, processes, culture, relationship, behaviours etc.)
- Understand where we are at the moment.
- Understand where we want to be, when, why.
- Plan development in appropriate achievable and measurable stages.
- Communicate, involve, enable and facilitate involvement from people, as early and openly and as fully as possible.

Continuous Improvement and Continuous learning

Continuous improvement and continuous learning is core to **MAC Roofing & Contracting**. We act on the outcome organisational learning to advance performance, enabling the foundation of continuous improvement to be in place. Continually improving performance is a permanent objective of **MAC Roofing & Contracting** and is the forefront of its mission and values. We understand continuous improvement activities are a part of our culture in fostering and maintaining an environment of excellence and high performance.

Managing Director – Terry Cavanagh