



Sustainability Statement

M&M is committed to reducing the impact of its activities on the environment and to helping our clients make more informed decisions.

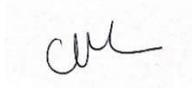
The key points of its strategy to achieve this are:

- Source and promote a product range to minimise environmental impact: identifying and promoting products that are environmentally friendly, such as those made from sustainable materials and with a lower carbon footprint. We commit to offering a UK made option wherever possible.
- Offer eco-friendly options to our clients and promote these first and foremost: offering sustainable alternatives to any products which are not environmentally friendly, where possible.
- Provide clarity and transparency for our clients: providing documentation and evidence to support sustainability claims and avoiding any form of greenwashing.
- Create a healthy, safe and secure workplace: providing a safe and healthy workplace environment, including ergonomic workstations, flexible working and healthy food options with at least half of our lunches being vegetarian or vegan.
- Ensure the suitability and effectiveness of the supply chain, and monitor their sustainability performance: using sustainable packaging, minimising waste, and reducing carbon emissions.
- Minimise our carbon footprint: choosing the most eco shipping methods where possible and choosing the most eco friendly courier options for fulfilment. We also commit to reducing our company travel, walking to meetings if local and conducting as many meetings virtually as possible.
- Minimise waste by evaluating operations and ensuring they are as efficient as possible: implementing strategies to reduce waste, such as recycling and composting programmes.
- Minimise toxic emissions through careful selection and use of the source of its power requirement: while we cannot choose energy suppliers due to working in a serviced office, we commit to reducing our lighting, heating and air conditioning usage in our individual office and to our company director using an electric vehicle.
- Minimise unnecessary paper waste: using primarily digital communication and online catalogues.
- Invest in local communities: supporting community events and participating in local charity efforts. Each member of staff can take a charity day annually. Support the local economy by using local professional and specialist services with a county-based workforce.
- Commit to diversity and inclusion: as a business, we are committed to welcoming staff and clients from all backgrounds and our team members are undertaking training around diversity.

We commit to monitoring and reviewing our environmental performance and taking corrective action where necessary.

This statement will be reviewed at least annually.

Signed by Company Director:



Dated: 12/06/2023