

2025 ESG Commitments

Our ESG commitments are structured around the IWA 48 Framework and with reference to the UN Global Compact Sustainable Development Goals. All IWA 48 KPIs are discussed in our ESG committee and activity is committed on an annual basis.

ESG activity is monitored in all MCFT territories, however many of the targets are UK only. Our goal is to adopt recording and targets in all territories in the future.



ID	Impact	KPI - IWA 48	KPI Description	UN Global Compact Sustainable Development Goals (SDG)	MCFT 2025 Commitments	2025 Target
E1	Water	Environmental KPI 2	Normalised Water consumption	12, 13	Communicate environmental objectives and instil a responsibility in all employees to reduce waste and protect resources.	Publish min 2 communications to all employees in 2025
E2	Water	Environmental KPI 2	Normalised Water consumption	6	MCFT will ensure that WIAPS training and certification is provided where required.	Maintain WIAPS certification for relevant Technicians
E3	Emissions	Environmental KPI 3	Scope 1, 2 and 3 GHG emissions.	13, 15	MCFT will continue to monitor and review fleet statistics on a monthly basis, encouraging positive, safe and environmentally friendly behaviours to reduce emissions. Scope 3 emissions will be recorded in 2025.	Set base line for scope 3 emissions
E4	Emissions	Environmental KPI 3	Scope 1, 2 and 3 GHG emissions.	13, 15	Mileage and Fuel Usage of vans is tracked on a monthly basis. MCFT will continue to review and be compliant against governmental standards (Euro 6 engine London) and to trial, as available, new technologies including electric vehicles where it meets operational needs. Heart of England Forest activity has enabled MCFT to achieve carbon neutrality for its vehicle fleet since 2013.	Reduce Scope 1 emissions by 45% by 2030 through transitioning to electric, hydrogen or hybrid vehicles. Base line 2024
E5	Emissions	Environmental KPI 3	Scope 1, 2 and 3 GHG emissions.	13, 15	Refrigerants: MCFT will ensure continued compliance with developing regulations, monitor and report on purchases and returns of refrigerant gas	Maintain compliance with F-Gas - Monitor changes expected in 2026
E6	Emissions	Environmental KPI 3	Scope 1, 2 and 3 GHG emissions.	13, 15	In 2025 MCFT will target to reduce Scope 1 and Scope 2 emissions per head (ISO Objective)	Reduce Scope 1 and Scope 2 emissions per head by 5%
E7	Waste	Environmental KPI 4	Total waste produced by type (hazardous versus non-hazardous).	11, 12, 13	MCFT reports on waste usage with information supplied from our third party providers. Educate and enforce recycling to significantly improve previous behaviour.	25% increase in separated dry mixed recycling from 2024 (Reduction in Municipal waste)
E8	Waste	Environmental KPI 5	Percentage of operational waste converted from landfill	11, 12, 13	MCFT will continue to seek and recover equipment to repurpose, evaluating and identifying equipment as Repurpose, Auction for Charity or Recycle.	100% of equipment returned to MCFT is repurposed or recycled.
E9	Energy Consumption	Environmental KPI 6	Normalised Energy Consumption	11, 12, 13	100% renewable energy usage across all offices in 2025. Utilities are recorded and monitored on a per month, per capita and absolute basis.	Reduce energy consumption per capita by 5% in 2025
E10	Local Community	Environmental KPI 9	Percentage of organisations annual expenditure action plans directed towards improving local biodiversity as a % of annual expenditure	11, 15	Heart of England Forest is MCFT's chosen partner in our tree planting initiative and since 2011, 18,661 trees have been replanted on our behalf, contributing to flood alleviation, improving soil structure, reversing the decline in wildlife species and supporting bio diversity. In 2024 MCFT donated £8,481.60, 45% of annual expenditure of ESG activity.	45%
S1	Respecting difference and inclusion	Social KPI 1	Annual number of work-related incidents of discrimination, hate and violence.	3	MCFT has policies in place to minimise and manage discrimination, including: - Whistle blowing, Anti-harassment & Bullying, Grievance, Safeguarding, Flexible working and Recruitment. All policies are reviewed and updated yearly reflecting changes in legislation. All policies are distributed annually and monitored if read and acknowledged.	No incidents in 2025 100% of employees have read and acknowledged MCFT Policies
S2	Personnel Development	Social KPI 5	Annual percentage of personnel that participated in regular performance and career development reviews.	8	Employees performance is reviewed periodically as part of their performance management plan.	95% of employees to complete performance review in 2025.

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S3	Employee Satisfaction	Social KPI 9	Percentage of personnel participating in interviews or satisfaction surveys about their workplace experiences.	8	MCFT ensure that there is always a consultative process and that employees have continuous opportunity to voice their opinions and suggestions via internal communication. For new employees there is a survey at 4 weeks and 4 months and for established employees views are sought at appraisal.	100% New Employees & 95% included in annual appraisal
S4	Community Projects	Social KPI 10	Percentage of annual charitable contributions directed to the local community and regional community.	17	MCFT to continue to give back to the community to ensure a cost effective solution for their operational delivery and core business goals. Also, MCFT operate a monthly charitable donation that is supported by our employees, our customers positive feedback and near-miss reporting schemes. In 2024 32% of our charitable donations were to local the local community where we operate.	Continue charity supporting activity
S5	Pre-employment	-	Pre-employment	4	MCFT will ensure a fair and equal recruitment process for all those who apply to vacancies, recruiting on best-fit for the role and ensure best practice. MCFT actively engage to tackle any barriers faced in the work place such as women in engineering, disability and are committed to the Race at Work charter. MCFT have a social mobility pledge, to improve working lives, drive improvements in society and the economy. MCFT are a Disability Confident Employer.	Continue current activity
G1	Data breach	Governance KPI 1	Annual number of reportable/material data breaches of customer privacy.	4, 17	All staff conduct cyber security training on Human Focus. Orca is certified to ISO27001	No data breaches in 2025
G2	Ani-bribery & corruption	Governance KPI 2	Annual number of cases involving bribery/corruption-related penalties or dismissal.	4, 9	The business will maintain an Anti-Bribery and Corruption Policy; all staff will receive training on induction and annual reminders. MCFT have an ESG committee, with a formal remit and scope of work; who meet quarterly and initiate, vet and approve activities as well as monitoring impacts and reporting.	No cases in 2025
G3	Regulation	Governance KPI 3	Annual number of violations of local environmental regulations, permits and legal requirements.	4, 9,16	Regulations are monitored through our Legal and Risk register. This is reviewed annually by the senior management team. MCFT have an ESG committee, with a formal remit and scope of work; who meet quarterly and initiate, vet and approve activities as well as monitoring impacts and reporting.	No violations in 2025
G4	Ethics	Governance KPI 4	Ethics policy violation rate: Annual percentage of personnel found in violation of the organization's code of conduct.	4, 16	MCFT publish a Staff Handbook that outlines the code of conduct for all employees, and monitor if read and acknowledged. Audits are performed throughout the year to monitor performance and adherence to the MCFT code of conduct.	< 5% of personnel found in violation of the organization's code of conduct. in 2025
G5	Health & Safety	Governance KPI 6	Total recordable occupational injury and illness rate (per 100 personnel) according to local regulations.	3, 4	MCFT regards the management of health and safety as an integral part of its business and as a management priority. Health and Safety, along with risk management is reviewed Internally at committee every quarter. (ISO Objective)	<2 accidents resulting in injury per 100 personnel in 2025 Achieve 0 lost time accidents in 2025
G6	Safeguarding	-	Health & Wellbeing	3	As an Employer Provider, MCFT understands their responsibility and duty of care in terms of Safeguarding. Information around Safeguarding will be shared each month through the Senior Managers Meeting . Quarterly Safeguarding Working Group meetings also take place with representation from around the business.	Maintain the OFSTED rating "Safeguarding is effective"