



**MACKINNON
& PARTNERS**

PEOPLE ARE OUR SUCCESS

CORPORATE SOCIAL RESPONSIBILITY

www.mackinnonandpartners.com



OUR COMMITMENT

At Mackinnon & Partners we see the importance of being a good corporate and global citizen. For this reason we focus on not only our obligation to our clients, in addition we find it absolutely crucial to assist the communities in which we work and live within. We are committed to withhold the highest of ethical standards when conducting business with all stakeholders taken into consideration. We provide services and tailored solutions that exceed client expectations. Furthermore, part of our service is to have a positive impact both socially and environmentally. These steps are taken by decreasing our global footprint and supporting diversity. Also by creating a professional life which takes into consideration health and safety supporting physical and emotional well-being. It is our must to better ourselves, our clients and our environment, every single day.

OUR AIM

Our aim is to align our strategies and operations upon those of the UN Ten Principles on human rights, labour, environment and anti-corruption.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

COVID-19

As a human resources company, our priority is our people. We aim to prioritize their health, safety and well-being and the communities of all the places in which we conduct business. The challenges that the pandemic has caused has made us extremely aware of the unpredictable and quick change that we could face. Thus forcing us to take into consideration quick change and adaptability. It is within our corporate DNA to respond effectively to emergency responses. We will provide an infrastructure for our workforce in any critical situation to assure the continuation of work and projects that are of their current responsibility. We will always comply with all current health and safety regulations, appropriate testing, acquiring vaccinations, appropriate medical checks, training and certification.

PROTECTING OUR ENVIRONMENT

Our company admits the need of environmental protection and set out to be a part of it by supporting and sourcing talents for those organizations that represent and focus within the Renewable Energy industry. These companies strive for decarbonization, possible reduction of global emissions to zero, and can assist setting long-term global temperature targets.

We aspire to reduce environmental impact by establishing official policies based on the principles of appropriate environmental practice and sustainability in the conduct of our ongoing business activities.

Aside from legal obligations, Mackinnon & Partners proactively take part in environmental control.

Applicable activities include:

- Appropriate waste management
- Conserving energy
- Performing virtual meetings
- Using environmentally-friendly technologies
- Reduced paper usage

EQUALITY

We are committed to protecting human rights and are devoted to implementing equal opportunity and will abide by all fair labour practices. We will ensure that our activities directly or indirectly do not violate human rights in any country. Furthermore, we will support and source talent from organizations that represent qualified people with disabilities and veterans returning from military service. We promote diversity, equality and inclusion within our firm.

PROACTIVENESS

Mackinnon & Partners empowers and supports its employees to volunteer. Our employees can take part in external volunteering organizations or the ones that are sponsored by our company.

Our company supports communities which have faced difficulties during the global pandemic or that struggle with unemployment and need assistance with job searching. We actively invest in the development of our staff. Suggestions and opinions from our employees, candidates and clients are always taken into account. In addition to regular training and workshops, our staff also have free access to a range of online courses and certificates. We also have an in-house mentor.

OUR LOCAL COMMUNITY

As mentioned above we will be taking steps to assist those who have had difficulties with employment for various reasons. This is done through our website, it will help to create a new and improved resume to get individuals back to the top of the job market. Further, we will then be capable of marketing those individuals ourselves as they upload their details onto our database. Lastly, we have delegated some time for recruitment advice which will be available for free.