



A RICOH Company

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

FY23 APRIL 2023 - MARCH 2024

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WHO MTI ARE

Founded in 1988
Headquarters in London, UK



190+
employees
worldwide



1,000+
longstanding
customers



100+
UK employees



600+
longstanding UK
customers

MTI is a trusted leader in IT solutions and services, offering comprehensive expertise in data centre and cyber security. With 35 years of deep technical knowledge, an extensive range of services, and a commitment to customer satisfaction, we have earned a reputation for reliability, with customers frequently recommending us. At MTI, we're more than just a company; we're a

diverse team of passionate professionals dedicated to innovation and excellence. By leveraging proven methodologies, best practices, and a consultative approach, we ensure the secure and compliant management of applications, data, infrastructure, and systems. Backed by thousands of successful customer engagements, we excel in solving complex business challenges.



98.6%
customer
satisfaction

At MTI, we take immense pride in delivering exceptional service to our customers. This dedication is reflected in our impressive 98.6% customer satisfaction score, showcasing that nearly all our customers are highly satisfied with the service they receive.



WHAT MTI DO

OUR VISION

To be the leading, data centre and cyber security solution provider in the market.

OUR MISSION

To build a secure digital future for our customers.

At MTI, we are driven by a singular mission: to build a secure digital future for our customers. With a focus on innovation and excellence, we leverage our expertise in IT solutions and cyber security to provide cutting-edge end-to-end services and solutions that safeguard our customers assets and empower them to thrive in today's digital landscape.



Investment: On our mission to be a specialist provider of cyber security and data centre solutions and services we've invested heavily in our people, processes, and technology.



Accreditations: We are proud to have some of the most technically competent presales and professional services teams in the UK Channel.



Strategy: At the core of our strategy is our customers and our commitment to providing outstanding customer experiences.



Vision: Our vision underpins everything we do, we want to be the leading, hybrid infrastructure and cyber security solution and services provider in the markets we serve.

HIGHLIGHTS OF THE YEAR

EcoVadis Gold Status

MTI achieved EcoVadis Gold Status, placing us in the top 5% of companies globally for sustainability practices.

OnHand Launch

Since launching OnHand, MTI employees have completed 223 hours of volunteering and planted 1,394 trees, driving positive social and environmental impact.

Treedom Forest Growth

Our forest now includes 600 trees, absorbing 122.75 tons of CO2e, further supporting global reforestation efforts.

Launch of ESG Committee

The establishment of our first ESG Committee highlights MTI's ongoing commitment to sustainable and responsible corporate practices.

100% Electric Company Cars

MTI's entire vehicle fleet is now fully electric, reducing emissions and supporting greener transport.

Cycle to Work Scheme

The new scheme provides all employees with access to healthier, sustainable commuting options.

A WORD FROM OUR LEADER

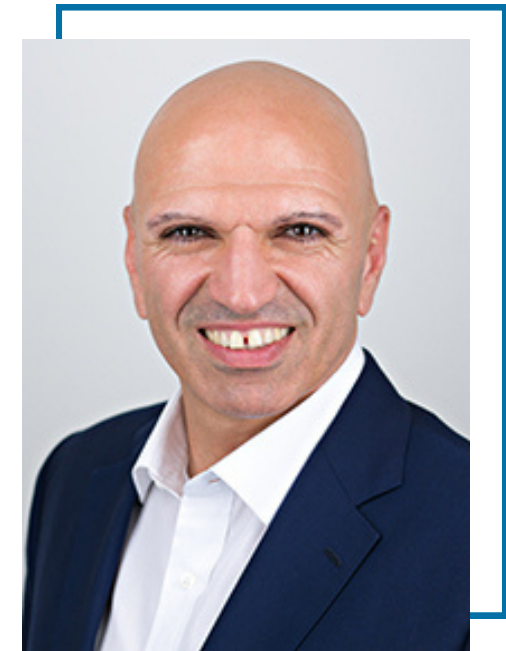
As we look back on the past year, I couldn't be prouder of the progress we've made toward our sustainability goals at MTI. Our commitment to Environmental, Social, and Governance (ESG) principles isn't just something we talk about—it's at the heart of how we operate and plan for the future.

Sustainability isn't just a trend; it's a responsibility—to our planet, our communities, and future generations. That's why we're focused on making it a core part of everything we do.

Throughout the past year, we have focused on leveraging our strengths, resources, and embraced a forward-thinking mindset to drive real, measurable impact. Whether it's reducing our environmental footprint, creating more inclusive workplaces, or maintaining the highest standards of governance, every step we've taken has been guided by our commitment to making a lasting difference.

The path to sustainability isn't always easy, but what keeps us moving forward is our shared dedication. With the support of our employees, partners, suppliers, and stakeholders, we're pushing boundaries and leading by example to create a more sustainable and equitable future.

To everyone who has been part of this journey—thank you. I invite you to explore this report to see what we've accomplished and where we're headed next.



Angelo Di Ventura
Chief Executive Officer

CELEBRATING SUCCESS



Ensures effective environmental management systems, focusing on reducing environmental impact and promoting sustainability.



A UK government-backed certification ensuring basic protections against cyber threats, demonstrating commitment to safeguarding sensitive data.



Awarded for sustainability excellence, placing organisations in the top 5% of companies globally for environmental, ethical, and social practices.



Demonstrates robust practices to safeguard sensitive data and manage risks related to information security.



An advanced version of Cyber Essentials, including independent verification through technical testing to ensure enhanced cyber security measures.

OUR AWARDS



Sets a framework to improve workplace safety, prevent injuries, and ensure employee well-being.



A UK standard for government-approved penetration testing, verifying the robustness of IT systems against cyber-attacks.



Ensures consistent delivery of high-quality products and services, emphasising customer satisfaction and continuous improvement.



Recognises high standards in cybersecurity services, ensuring expertise and professionalism in penetration testing, threat intelligence, and incident response.



Establishes systems to mitigate risks, ensuring organisational resilience and operational continuity during disruptions.



A globally recognised framework for IT service management, promoting efficiency, customer satisfaction, and continuous improvement.



FINALIST
PUBLIC SECTOR VAR
OF THE YEAR



WINNER
MSSP/SECURITY
RESELLER OF THE YEAR



Provides a framework for delivering efficient, reliable IT services aligned with business needs.



A certification validating expertise in managing privileged access security, protecting critical assets from advanced cyber threats.

[FIND OUT MORE](#)

CHARTING OUR COURSE

AT MTI, WE DON'T JUST ACKNOWLEDGE THE IMPORTANCE OF ESG PRINCIPLES – WE INTEGRATE THEM INTO EVERY ASPECT OF OUR BUSINESS.

Innovation is at the heart of everything we do, and this includes our commitment to sustainability and responsible practices. With over 35 years of successful operation, we've built our reputation as a trusted partner for Operators of Essential Services and Critical National Infrastructure. This longevity is driven by our forward-thinking approach to sustainable, secure, and transformative solutions.

Sustainability is not just a function at MTI; it is a core part of our strategy. To ensure we lead with purpose and accountability, we have established a robust governance structure.



OUR SUSTAINABILITY GOVERNANCE STRUCTURE

Board

Sets the overall strategic direction of the company, ensuring that ESG considerations are embedded in our long-term objectives.

Sustainability Leadership Team

Comprising the CEO and Group Director of Operations (both Board members), this team oversees the execution of our sustainability strategy and policies, as well as the management of risks, opportunities, and targets.

ESG Committee

This cross-functional team, made up of senior leadership and operational representatives, is responsible for driving MTI's ESG initiatives. They guide the integration of ESG into business operations, lead local environmental efforts, and promote a culture of continuous improvement in our ESG performance.

THE UN SUSTAINABLE DEVELOPMENT GOALS

At MTI, sustainability is not just a commitment but a core principle that guides every aspect of our operations. As part of our ongoing efforts to create positive social, environmental, and governance outcomes, we have aligned our sustainability initiatives with the United Nations Sustainable Development Goals (SDGs). These global goals provide a comprehensive framework for addressing the world's most pressing challenges and creating a more sustainable future for all.

Sustainability has been at the heart of MTI's mission since our inception, and the UN SDGs have significantly shaped our strategy and actions. By adopting the SDGs, we ensure that our business practices not only drive long-term growth but also contribute to a healthier, more equitable world. Our approach focuses on advancing the SDGs that are most relevant to our business, where we believe we can have the most meaningful and measurable impact.

OUR PRIORITY

In alignment with our ESG framework, we have identified the following SDGs as central to our sustainability strategy. These goals represent areas where we can leverage our expertise, resources, and partnerships to drive real change.



OUR SUSTAINABILITY STRATEGY

OUR COMMITMENT

At MTI, sustainability is more than a goal - it's a responsibility we embrace in every aspect of our business. We are committed to operating as a socially responsible business by prioritising environmental stewardship, fostering a respectful and inclusive workplace, and meeting the evolving expectations of our stakeholders. Sustainability is not an add-on for us - it's embedded in our culture, operations, and decision-making processes.

DRIVING POSITIVE CHANGE

Our sustainability strategy is centred on integrating ESG values into daily operations, ensuring that our business impacts extend beyond profit to benefit people and the planet. From our internationally recognised operational standards to our commitment to the Paris Agreement goal of limiting global warming to 1.5°C, we focus on meaningful action:

- **Carbon Neutral Operations by 2030:** Scope 1, 2, and 3 emissions
- **Net Zero Emissions by 2050:** A long-term vision for sustainability



ENVIRONMENT

We innovate and implement solutions to reduce our environmental footprint and contribute to a healthier planet.



SOCIAL

MTI champions inclusive practices, prioritises well-being, and strengthens the communities we serve.



GOVERNANCE

We hold ourselves accountable to the highest standards of governance to build trust and foster long-term success.

OUR AIM

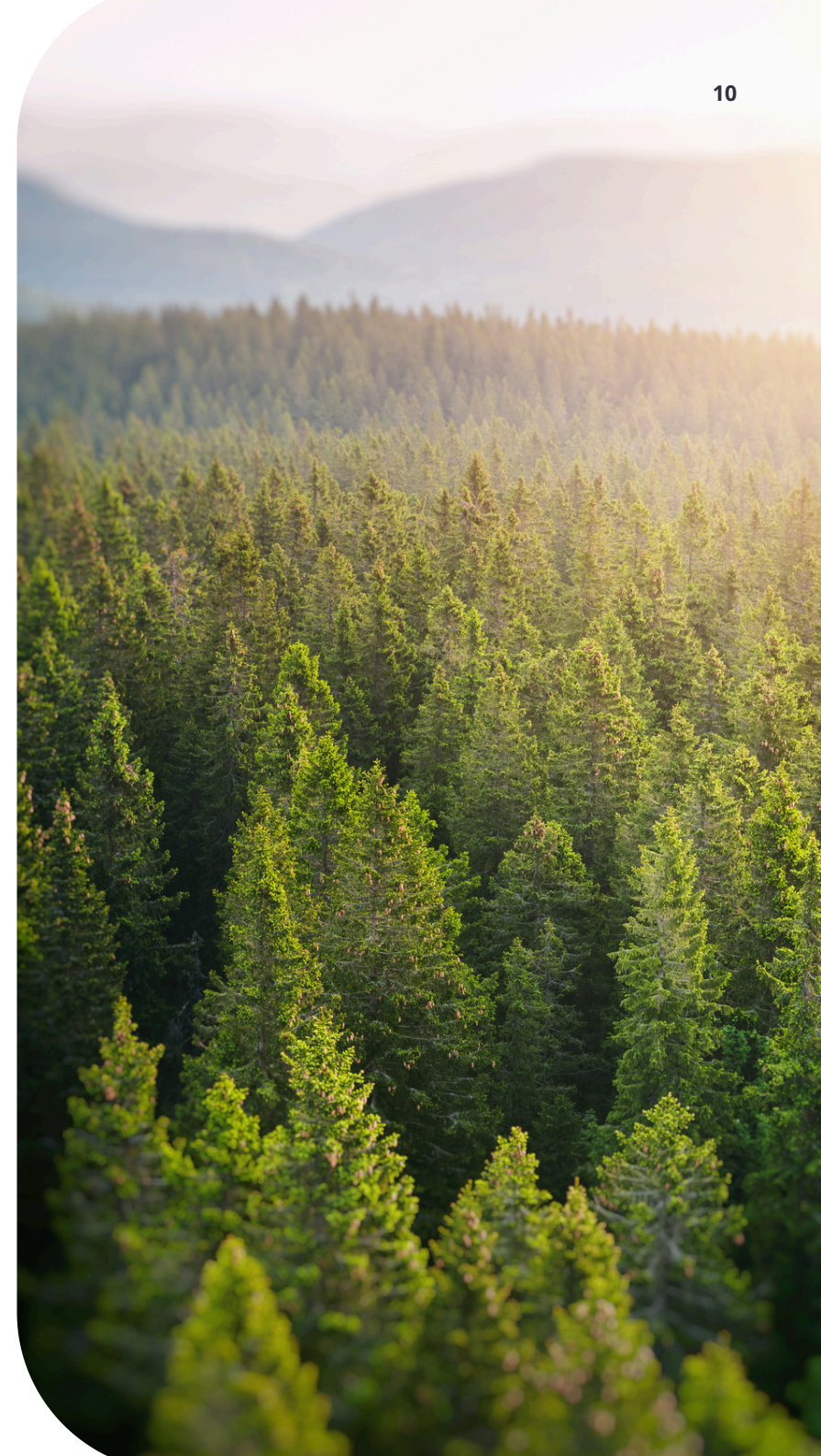
MTI will implement a comprehensive 'ESG Materiality Assessment Program,' extending it to MTI's key internal and external stakeholders to ensure our ESG priorities align with stakeholder expectations. This initiative will also provide a greater understanding of current ESG material concerns and priorities for our organisation.

With ESG concerns evolving rapidly, we aim to repeat our assessment at least every two years to ensure an accurate representation of stakeholder expectations. Through this process, we will identify the environmental, social, and governance issues that matter most—these are referred to as our ESG 'material' issues.

Our analysis will consider our business strategy, organisational developments, current industry trends, and significant impacts resulting from our core business operations, as well as key stakeholder requirements.

By consulting with our stakeholders to prioritise the themes, issues, and topics of greatest importance to our organisation, we gain greater clarity and confidence that our ESG strategy, measurements, reporting, and communication will be credible and effective.

Results from our ESG Materiality Assessment will be presented in a Materiality Matrix and reported in our FY24 ESG Report.



OUR 4 IN 4 PLAN

FOUR FOCUSES
FOUR YEARS

FOCUS ONE

ECOVADIS – UNDERPINNING OUR SUSTAINABILITY STRATEGY

Driving continual improvement and supporting our success, MTI's sustainability maturity is externally evaluated and validated through strategic partnerships.

Goal:

Achieve and maintain an EcoVadis Gold Award annually by demonstrating continuous improvement in labor and human rights, ethics, sustainable procurement, and environmental impact.

Impact (FY23):

- Achieved EcoVadis Gold Award status.
- Improvement in assessed sustainability metrics.

FOCUS TWO

TREEDOM – PLANTING FOR A BETTER FUTURE

Aligned with our ESG commitments and environmental strategy, MTI enhances its global positive impact by partnering with Treedom, the world's first platform enabling tree planting and project tracking remotely.

Goal (FY23–25):

- Plant a minimum of 600 trees annually, contributing to carbon sequestration and biodiversity preservation.
- Support 10 of the 17 Sustainable Development Goals (SDGs) through targeted projects.

Impact (FY23):

- 600 trees planted, offsetting 122.75 tCO₂e across 7 countries.
- Projects supported: SDG goals related to climate action, biodiversity, and sustainable communities.

OUR 4 IN 4 PLAN

FOUR FOCUSES
FOUR YEARS

FOCUS THREE

ONHAND – EMPOWERING EMPLOYEES TO MAKE A DIFFERENCE

In partnership with OnHand, MTI is empowering employees to actively participate in social and environmental initiatives. This collaboration has strengthened our social commitments and driven employee engagement in community volunteering, while supporting climate action through their tree planting.

Goal:

- Enable employees to volunteer two days annually (16 hours), fully funded by MTI, during work hours.
- Plant one tree for every volunteering activity completed by employees.

Impact (FY23):

- 223 volunteer hours logged by employees.
- 1,394 trees planted, offsetting 3.14 mt CO₂e.

FOCUS FOUR

CARBON REDUCTION PLAN – PATH TO NET ZERO

MTI is committed to achieving carbon neutrality in operations (Scope 1, 2, and 3) by 2030 and reaching Net Zero by 2050.

Goal (FY23–FY25):

- Reduce operational carbon emissions by 10% annually as part of our three-year strategic plan.
- Transition to 100% electric vehicles in the company fleet by 2023.
- Offset carbon emissions by planting 600 trees annually through Treedom.

Impact (FY23):

- Transitioned to an all-electric fleet, achieving a 15% reduction in transportation-related emissions.
- 600 trees planted, offsetting 122.75 tCO₂e

TURNING STRATEGY INTO ACTION

HEAR FROM OUR ESG COMMITTEE CHAIR

As the ESG Committee Chair at MTI, I am immensely proud of the strides we have taken in FY23 towards building a more sustainable and responsible future. Achieving Gold EcoVadis status is a testament to our commitment to environmental and social responsibility. This recognition reflects the hard work and dedication of our entire team in driving positive change across every aspect of our operations.

Moreover, the launch of our first ESG committee signifies a pivotal step in integrating sustainability into the core of our business operations. Initiatives like OnHand and Treedom further demonstrate our dedication to making a positive impact on both people and the planet.

In line with our environmental goals, our Carbon Reduction Plan is a critical element of our strategy to achieve carbon neutrality by 2030 and Net Zero by 2050.

In FY23, transitioning to an electric fleet and planting trees to offset carbon emissions were key milestones in reducing our environmental impact. These efforts, combined with our ongoing commitment to sustainability, demonstrate our determination to make a tangible, positive difference.

As we celebrate these milestones, we are reminded that our journey towards sustainability is ongoing. With continued determination, collaboration, and innovation, we will drive meaningful change, reduce our carbon footprint, and inspire others to join us in creating a more sustainable world.



Chris Long
ESG Committee Chair and
Group Director of Operations



DRIVING CHANGE TOGETHER

A LOOK BACK AND AHEAD

ENVIRONMENT

FY23 RESULTS & IMPACTS

In FY23, MTI made significant strides in advancing sustainability and reducing our environmental footprint. Our initiatives demonstrate how we are integrating sustainability into every aspect of our operations.

Treedom Partnership:

Expanded the MTI Forest to 600 trees, which are absorbing 122.75 tons of CO2e, contributing to global reforestation and biodiversity preservation.

Volunteering Days:

Introduced two fully paid volunteering days per year for all MTI employees, empowering our workforce to contribute to meaningful causes.

Cycle to Work Scheme:

Made the program accessible to 100% of MTI employees, supporting healthier lifestyles and sustainable commuting.

OnHand Initiative:

Achieved 223 hours of OnHand actions and planted 1,394 MTI trees, reinforcing our commitment to community and environmental impact.

EcoVadis Gold Award:

Attained Gold EcoVadis status, highlighting MTI's leadership in environmental and social responsibility.

Carbon Reduction Plan:

Set an ambitious target to mitigate 368,250 kg of CO2e emissions across 2023–2026, with a clear roadmap for reduction.

Sustainable Business Practices:

Launched a cost-efficient shipping procedure at MTI UK, aligning operational efficiency with sustainability.

All-Electric Fleet:

Transitioned to 100% electric company vehicles, demonstrating our commitment to low-carbon operations.



Net Zero Commitment:

Published the MTI FY23/24 Carbon Reduction Plan, reaffirming our goal to achieve Net Zero by 2050. Targets are aligned with the Science Based Targets initiative (SBTi) 1.5°C pathways to ensure meaningful impact.

Total FY23 Trees Planted:

A total of 1,994 trees were successfully planted in FY23. This achievement reflects our ongoing efforts to enhance green spaces, support biodiversity, and contribute to a healthier planet.

[CARBON REDUCTION PLAN](#)

ENVIRONMENT

AIMS FOR FY24

MTI is committed to advancing sustainability through innovative programs and employee-focused initiatives. In FY24, we aim to make significant progress with the following:

Treedom Partnership: plant an additional 600 trees, doubling the MTI forest to 1,200 trees, contributing to reforestation and absorbing even more CO₂, bringing the absorption to 350.75 tCO₂e.

Employee Commuting Carbon Survey: launch a comprehensive survey to measure and analyse commuting-related carbon emissions, helping us identify opportunities for reduction.

OnHand Corporate Volunteering Day: introduce a dedicated day for all employees to participate in community volunteering, fostering engagement and giving back to society.

World Cleanup Day Initiative: encourage employees to take part in a mass litter-picking activity to support global efforts in reducing waste and protecting the environment.

Enhanced Parental Leave Policy: align and enhance MTI's maternity and paternity leave benefits to match Ricoh's industry-leading standards, supporting our employees and their families.

Electric Car Scheme: expand access to an electric car benefit program, further promoting sustainable transportation options for employees.



SOCIAL

FY23 RESULTS & IMPACTS

In FY23, MTI made meaningful strides in fostering a socially responsible workplace, prioritising diversity, well-being, and community impact.

International Women's Day:

Celebrated women in technology with an engaging afternoon tea event, bringing together colleagues, customers, and vendors to highlight gender equity in the industry.

World Mental Health Day:

Observed the day by offering employees an early finish, encouraging them to prioritise their mental well-being.

Giving Tree Initiative:

Participated in the KidsOut Giving Tree, donating 16 toy boxes to refugee and disadvantaged children during the holiday season.

Launch of ESG Committee, Hub, and Newsletters:

Established our first ESG Committee, creating a centralised platform and communications hub to drive sustainability and corporate responsibility initiatives.

Diversity, Equity, and Inclusion (DEI):

- Demonstrated leadership commitment to DEI by introducing workplace-focused awareness training.
- Joined the Publicis Working With Cancer Initiative, extending support to employees affected by cancer.

Health & Safety:

Launched MTI's annual Health & Safety Policy and awareness training to ensure a safe and supportive work environment for all.



Disability Confident Employer:

Renewed our commitment to the Disability Confident Employer Scheme, ensuring inclusive practices that leverage the talents of people with disabilities in the workplace.



Charity Initiatives:

Organised impactful events such as the Macmillan Coffee Morning, Silent Auction, and Movember, raising over £1,000 in funds for important causes.

Community Engagement:

- Boycott Your Bed: Raised funds for Action for Children through this impactful campaign on October 6, 2023.
- Palace to Palace Cycle Event: Supported the Prince's Trust charity through participation in this inspiring cycling event.



SOCIAL

AIMS FOR FY24

MTI is committed to enhancing employee well-being, fostering inclusivity, and making a positive social impact. For FY24, we are focused on the following key initiatives:

Awareness Days: continue to recognise key awareness days by offering fundraising opportunities, early finishes, and learning initiatives to promote employee engagement and support important causes.

Flexible Bank Holidays: introduce a flexible bank holiday policy, allowing employees to observe religious celebrations (e.g., Eid), promoting inclusivity and cultural respect.

People Hub Launch: launch the People Hub, an all-in-one employee portal designed to provide easy access to essential resources, information, and tools for a more connected and empowered workforce.

Mental Health Champions: introduce MTI Mental Health Champions - dedicated colleagues trained to provide support and guidance on mental health and well-being throughout the organisation.

Wellbeing App Access: provide all employees with access to the Headspace app, offering tools for mental well-being, mindfulness, and stress management.

KidsOut Giving Tree: continue our participation in the KidsOut Giving Tree initiative, providing gifts and support for disadvantaged children during the festive season.

Charity of the Year: nominate and commit to the FY24 MTI Charity of the Year, organising at least six charity events to raise funds and awareness.



GOVERNANCE

FY23 RESULTS & IMPACTS



At MTI, we are dedicated to upholding the highest standards of integrity, transparency, and ethical conduct across our operations. Effective governance is central to our corporate strategy, driving trust and enhancing our corporate value.

Modern Slavery Statement:

Access our most recent Modern Slavery Statement [here](#).

Employee Training & Compliance:

- 98% employees completed the mandatory Employee Code of Conduct training, reinforcing our commitment to ethical business practices.
- 100% of employees completed Diversity & Inclusion training, promoting an inclusive workplace culture.

Governance Frameworks & Policies:

- The ESG Strategy was approved by Leadership, establishing clear objectives and direction for our Environmental, Social, and Governance initiatives.
- An ESG Policy & Objectives document was agreed upon, guiding our decision-making and operational practices.

Certifications and Standards:

- MTI successfully maintained its ISO 45001 certification following the annual surveillance audit.
- Launched ISO 22301 Business Continuity Awareness Training reinforcing organisational resilience.
- Achieved new ISO 22301 Business Continuity certification to enhance business continuity management practices.

Corporate Initiatives and Launches:

- Launched a new MTI Corporate Website, improving accessibility and user experience.
- Introduced INvolve's Engaged Performance Programme, supporting employee engagement and development.

Cybersecurity and Information Security Compliance:

- Successfully renewed MTI's Cyber Essentials Plus certification, ensuring robust security practices.
- Launched a Cyber Security Vulnerability Assessment for all MTI employees to enhance awareness and security.
- Implemented an Information Security Management System in line with ISO 27001:2022 and best internal practices.

Global Employee Engagement Survey:

- 96% employees participated in the annual Global Employee Engagement Survey, titled "Invitation to Help Build Our Future", to gather feedback on workplace culture, engagement, and governance.

Supplier Code of Conduct:

- Updated and enforced MTI's Supplier Code of Conduct, ensuring that our supply chain adheres to the same high standards of ethics and compliance as MTI.

GOVERNANCE

AIMS FOR FY24

MTI is committed to enhancing our governance practices and continuing to lead with integrity and accountability. Our initiatives for FY24 focus on strengthening our corporate governance, diversity, and ethical standards.

Supply Chain Management: develop and implement a 2-year plan to enhance and optimise supply chain management practices for greater sustainability and compliance.

Gender Pay Gap Report: launch our first Gender Pay Gap Report, demonstrating MTI's commitment to ongoing efforts in diversity, equity, and inclusion (DE&I).

ESG Inductions: integrate ESG training into every new starter's onboarding process, ensuring ESG principles are embedded across the MTI Group from day one.

Annual Global Employee Engagement Survey: conduct the Annual Global Employee Engagement Survey, to gather insights on employee engagement and organisational culture.

Disability Confident Employer Scheme: achieve the Disability Confident Employer status by FY26, promoting inclusion and ensuring that people with disabilities can thrive in the workplace.

Launch ESG FY23 Report: publish and share the ESG FY23 Report, showcasing MTI's progress and commitments in sustainability, ethics, and corporate responsibility.

Modern Slavery Awareness Training: ensure 100% of employees are trained in Modern Slavery Awareness, reinforcing MTI's commitment to preventing human trafficking and exploitation.

Modern Slavery Commitments: publish MTI's Modern Slavery Commitments on the gov.uk Modern Slavery Statement Registry,, demonstrating our dedication to ethical practices and compliance.

Diversity & Inclusion Training: offer mandatory Diversity & Inclusion training every two years to foster a culture of inclusivity and respect within the organisation.

ISO 27001:2022 Certification: Aim to achieve ISO 27001:2022 certification by FY24, strengthening our data security and governance practices to protect stakeholder trust.





DIVERSITY, EQUALITY & INCLUSION AT MTI

Fostering an Inclusive and Respectful Workplace

DE&I

At MTI, we are committed to promoting diversity, equality, and inclusion (DEI) in all aspects of our business. We believe that fostering a diverse workforce and creating an inclusive environment where everyone can thrive is essential to our success. This is reflected in our continuous efforts to break down barriers, promote equal opportunities, and celebrate the unique contributions that each individual brings to the table. By embracing diversity and ensuring equity, we empower our employees to reach their full potential, while strengthening the fabric of our company and society at large.

MODERN SLAVERY STATEMENT

MTI is committed to fighting modern slavery and human trafficking. Our Modern Slavery Statement, available to stakeholders at [MTI Modern Slavery Statement](#), outlines our ongoing commitment to preventing exploitation and upholding ethical business practices in line with the Modern Slavery Act.

DIVERSITY & INCLUSION

We believe in treating everyone as an individual and recognising the unique value they bring to the workplace. At MTI, diversity is not just about meeting quotas - it's about creating an environment where differences are celebrated and where all employees have the opportunity to contribute meaningfully.

Inclusion ensures that everyone feels valued and able to participate fully in their roles. Equity goes one step further by offering support tailored to the unique needs of each individual, allowing everyone to reach their full potential, regardless of personal challenges or barriers.

Our DEI Philosophy:

- Inclusion: Everyone belongs and is valued for who they are.
- Diversity: We celebrate differences and recognise the benefits of a diverse workforce.
- Equity: We provide tailored support to ensure all employees can achieve outcomes on par with others.

At MTI, diversity and inclusion are fundamental to our culture and success. We believe that embracing different perspectives drives creativity, strengthens collaboration, and empowers individuals to reach their full potential. By cultivating an environment where everyone feels valued and respected, we create a workplace that not only thrives but also drives meaningful change.

This commitment extends beyond our organisation, shaping our broader ESG goals. Inclusion is a key pillar in building a more sustainable, fair, and equitable future - one where diverse voices are heard, opportunities are accessible, and positive impact is achieved.



Emily Keen

Marketing Manager & ESG Committee Member

DE&I

KEY DIVERSITY, INCLUSION & EQUALITY PRINCIPLES

Zero Tolerance Policy: We have a strict policy against discrimination, harassment, and bullying. This is enforced through our Equal Opportunity, Anti-Harassment, and Anti-Bullying policies.

Equal Opportunity in Employment: We ensure fairness in recruitment, role promotion, and career development opportunities for all individuals, regardless of gender, race, or background.

Flexible Working Conditions: We offer flexible and part-time working arrangements to ensure employees can balance work and personal commitments.

Inclusive Work Environment: We are committed to creating a culture of inclusivity through ongoing training and development in Diversity, Equity, and Inclusion (DEI) for all employees.

Equal Pay Monitoring: We actively monitor pay equality, ensuring that men and women performing the same or equivalent roles are paid fairly and equally.

POLICIES SUPPORTING DIVERSITY & INCLUSION

Equal Opportunities Policy: Since 2013, MTI has upheld an Equal Opportunities Policy to prevent discrimination on any grounds, including race, sex, disability, and more. This policy promotes fairness and ensures a safe, respectful work environment free from harassment.

Equality and Diversity Policy: Since 2022, MTI's Equality and Diversity Policy aims to create a workplace where all individuals are respected and valued. This policy focuses on ensuring access to equal opportunities and removing barriers for underrepresented groups.

Anti-Harassment & Bullying Policy: Since 2019, our Anti-Harassment and Bullying Policy ensures that all employees understand the importance of a harassment-free workplace. We take proactive steps to prevent harassment and bullying in the workplace and at work-related events.

Anti-Bribery & Corruption Policy: Since 2017, MTI has adhered to a robust Anti-Bribery and Corruption Policy in line with the Bribery Act 2010. We provide employees with the training and resources to recognise and prevent bribery.

Our Diversity, Inclusion & Equality Targets (FY24 and Beyond)

>40% Increased Representation of Female Workers: MTI is committed to increasing female representation across all levels of the company.

100% of Active Employees Trained on DEI: We aim for 100% of our workforce to receive training on Diversity, Equality, and Inclusion.

>90% of Employees Trained on Business Ethics: This includes anti-harassment, anti-bribery, and anti-corruption training.

Disability Confident Employer Status (by 2026): We are committed to becoming a Disability Confident Employer by 2026.

Zero Violations of Discrimination and Equal Opportunity Laws: Our goal is to maintain a zero-tolerance policy for any violations.

Zero Violations of Anti-Corruption and Anti-Bribery Laws: We maintain a strict adherence to ethical business practices.

An aerial photograph of a dense green forest. A paved road with a yellow center line curves through the trees, starting from the bottom left and curving towards the top right. The trees are mostly green, with some showing early autumn colors. The lighting suggests it's either early morning or late afternoon, with long shadows cast across the forest floor.

BUILDING A SUSTAINABLE & RESPONSIBLE SUPPLY CHAIN

SUSTAINABILITY IN OUR SUPPLY CHAIN

At MTI, we recognise the vital role our supply chain plays in upholding our ESG standards. We partner with responsible, high-quality suppliers to deliver exceptional service, ensuring sustainability and ethical practices are embedded in our supply chain.

OUR APPROACH TO RESPONSIBLE SOURCING

We prioritise working with suppliers who share our values and commitment to sustainability. Our supply chain management protocols are designed to ensure effective governance, risk mitigation, and alignment with industry best practices.

ONGOING MONITORING AND PERFORMANCE REVIEWS

We monitor supplier performance through quarterly reviews, assessing compliance, sustainability, and service quality. Annual renewals reaffirm commitments to our Supplier Code of Conduct and certifications. We address concerns through a robust resolution process and reserve the right to terminate relationships that don't meet our standards.

KEY RESOURCES

- [Modern Slavery Statement](#)
- [Supplier Code of Conduct](#)

THIRD-PARTY SELECTION & ONBOARDING

We maintain rigorous standards when selecting and onboarding suppliers, focusing on:



APPENDIX

PARTNERING WITH TREEDOM

As part of our ongoing ESG commitments and environmental strategy, MTI is dedicated to enhancing our positive impact on the environment and the global community. Our partnership with Treedom supports our goal of reducing our carbon emissions and promoting biodiversity worldwide.

OUR TREEDOM JOURNEY

In FY23, MTI committed to planting a minimum of 600 trees annually, with an additional 600 trees planned for FY24 and FY25. To date, MTI has planted a total of 600 trees, spanning 13 different species, including two species classified as 'at risk'. These trees have been planted across seven countries, contributing to a tree cover gain of 25,829 m².

ENVIRONMENTAL IMPACT

Our efforts are already making a measurable difference in combating climate change. These 600 trees are actively contributing to the absorption of 122.75 tCO₂e emissions. Through a carefully selected mix of forest and fruit species, MTI's forest is designed to foster an integrated agroforestry system that offers both biodiversity and the potential for local communities to benefit from seasonal crops.

Planted within small-scale agroforestry systems and following the principles of permaculture, our trees help mimic natural processes. This creates mutually beneficial partnerships between different species, protects the soil, diversifies food production, and strengthens biodiversity.

SUPPORTING COMMUNITIES & BIODIVERSITY

The trees planted as part of our Treedom partnership create vital habitats for a range of species, enhance soil fertility, and improve both air and water quality. The variety of species planted in our forest promotes ecological balance by providing shelter and food for insects and animals, while also supporting local communities with sustainable agroforestry practices.

CONTRIBUTING TO SDG GOALS

MTI's partnership with Treedom aligns with the United Nations Sustainable Development Goals (SDGs). Through our tree planting efforts, we are supporting a number of SDGs, including the critical goal of Life on Land (SDG 15).

The impact measurement of Treedom's projects is validated by B Corp certifications and independent studies, demonstrating the tangible benefits these initiatives bring to both the environment and the communities they serve. These efforts enhance sustainability, boost local incomes, and support biodiversity, furthering our mission to make a positive environmental impact.



[MTI TREEDOM FOREST PAGE](#)

DISABILITY CONFIDENT EMPLOYER SCHEME



MTI is a registered member of the UK's Disability Confident Employer Scheme. We are committed to supporting disabled employees and applicants by providing reasonable adjustments during the recruitment process and in the workplace. This commitment includes:



Inclusive Recruitment Practices: We ensure that our recruitment practices are inclusive by designing job advertisements that are accessible to all individuals, including those with disabilities. We make sure that all potential applicants have an equal opportunity to apply for roles.



Communicating Vacancies Accessibly: We communicate job vacancies in a way that is accessible to everyone, including people with disabilities, ensuring that all potential candidates can understand the roles and apply easily.



Offering an Appropriate Interview to Disabled People: We ensure that individuals with disabilities are offered the necessary adjustments to participate in interviews, allowing them to demonstrate their skills and abilities in an environment that accommodates their needs.



Providing Reasonable Adjustments: We make reasonable adjustments to ensure that disabled employees are not disadvantaged in their roles. This includes providing equipment, support, or other modifications to help them perform effectively in the workplace.



Supporting Existing Disabled Employees: We offer ongoing support to employees who acquire a disability during their employment. This ensures they can continue in their roles, with the necessary accommodations and support to thrive in their position.

