

MICRONCLEAN

SOCIAL

VALUES

DOING THE RIGHT THING, TOGETHER.



CONTENT OVERVIEW

All headers for contents, certificates and policies are interactive. Please click on them to go directly to the associated document.



INTRODUCTION

At Micronclean, we are committed to creating a cleaner, fairer, and more sustainable future for our people, our communities, and our planet.

Our strategy focuses on **four key areas**:

- ▶ **EMPLOYMENT,**
- ▶ **HEALTHY & WELLBEING,**
- ▶ **ECONOMIC GROWTH & PROSPERITY,**
- ▶ **EQUALITY, DIVERSITY & INCLUSION**

each driving positive impact across our business and beyond.

We invest in our people through education, training, and leadership programmes such as **FLITE and Managing People Effectively**, while creating inclusive opportunities for young people through **placements, summer schools, and partnerships with local organisations**. Our community engagement also extends to our **Family Fun Day**, which brings colleagues and families together while raising thousands for local charities.

Our environmental commitment runs deep. We continue to invest in renewable energy and procure **REGO-certified electricity**, building on a legacy that began in the 1940s when the Fry family first supported the creation of the [Gibraltar Point Nature Reserve](#).

We promote health and wellbeing through proactive initiatives, trained Mental Health First Aiders, and projects such as the award-winning **CLEAN Award**, linking environmental awareness with education.

Our focus on equality and inclusion continues to grow through our **EDI Committee, Women's Network, and sponsorship of East Coast Pride**, ensuring Micronclean remains a place where everyone can belong and thrive.

Our vision is clear, to be a responsible employer, a trusted community partner, and a catalyst for sustainable growth. By empowering people, protecting the environment, and promoting equality, we are building a cleaner, fairer, and more resilient future together.



Family Fun Day



- FIND OUT MORE
- FLITE Programme
- Placements
- Summer schools
- Family Fun Day
- REGO-certified electricity
- CLEAN Award
- EDI Committee
- Women's Network
- East Coast Pride



EMPLOYMENT

Local Employment | Skills & Training | Young People

At Micronclean, we prioritise continuous learning and career development for both our employees and the wider community. We actively support higher education by funding degree programmes and invest in leadership development through our company-funded **FLITE (Future Leaders in Training and Excellence)** programme.



In 2024, we launched our **“Managing People Effectively” internal training programme**, which continues to roll out in 2025. This course covers Modern Slavery, Equality, Diversity & Inclusion (EDI), neurodiversity, and menopause awareness — empowering our leaders to positively influence daily working life.

Our community engagement extends beyond the workplace. We deliver guest lectures, practical training, and collaborate with educational institutions to promote environmental awareness and sustainability. We regularly attend **school fairs, host open days, and offer student placements** through initiatives such as the **Micronclean Summer School and year-long student placements**, providing young people with valuable hands-on experience.

FIND OUT MORE
FLITE Programme
Summer Schools
Year-long Student Placement
School Fairs
Open Days





We are also proud to create opportunities for schools that may not traditionally have access to placements. For example, we welcomed **Leo from Eresby SEND School** for an initial work placement that led to an extended position in 2024. Our partnership with **Linkage Community Trust**, a charity supporting individuals with learning disabilities and autism, has also seen us employ three of their clients across our Skegness and Louth sites.

Through these initiatives, Micronclean continues to build a workplace where everyone can develop their skills, realise their potential, and contribute meaningfully to their community.

Highlights:



100% of FLITE participants progressed to new responsibilities within one year



50+ students engaged through summer schools, placements, and open days



Partnerships with Eresby SEND School and Linkage Community Trust supporting inclusive employment

HEALTH & WELLBEING

Mental Health & Wellbeing | Physical Health & Wellbeing | Social & Environmental Issues | Health & Safety

At Micronclean, we believe that a thriving business depends on the wellbeing of its people. Our **SKIEs Council** (where **SKIE's** stands for **Stewardship, Knowledge, Innovation and Excellence**) plays a central role in promoting positive workplace culture, community spirit, and engagement through events like the annual Family Fun Day.

The **Women's Network**, formed in 2023, has already achieved meaningful change by successfully proposing and implementing enhanced parental leave and pay policies. For 2026, there are many fantastic projects, among them, a Commitment to Supporting Employees through Menopause.

SKIEs COUNCIL

Stewardship Knowledge Innovation Excellence

THE COUNCIL AIM TO CREATE AN INCLUSIVE CULTURE, ENGAGING OUR TEAMS, AND HELPING TO EMBRACE THE MICRONCLEAN VALUES AND ENSURE A BETTER FUTURE FOR ALL.

Joe Biles (Team Lead), **Nyala Chapman** (Vice Chair)

Sarah Morton, **Sean Tuppin**, **Tom Brough** (Chair)

If you want to nominate someone for Stars in SKIEs Award, please scan the QR code.

If you would like to request a charitable donation from Micronclean, please scan the QR code.

Contact skies.council@micronclean.co.uk to get involved in promoting inclusivity and Micronclean's values.

micronclean QUALITY IDEAS INNOVATION PARTNERSHIP

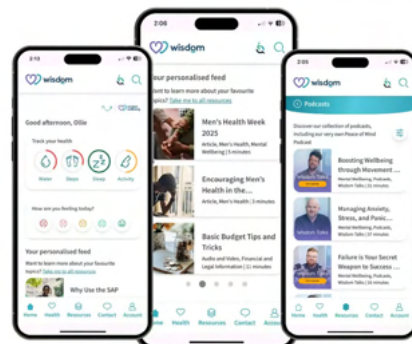
micronclean QUALITY IDEAS INNOVATION PARTNERSHIP

MENTAL HEALTH FIRST AIDERS

| | | | | |
|--|---|--|--|---|
| Alison Thomson 07778 822 786 | Beverley Matthews 07974 886 226 | Calvin Lewis 07967 614 162 | Christina Franks 07971 961 887 | Claire Myszczyzyn 07974 867 592 |
| Colin Ross 07462 730 719 | David Giles 07422 729 888 | Domina Thompson | Greg Cochran 07533 203 536 | Kai Eason 07963 239 726 |
| Mark Shandy 07931 888 761 | Nicky Toth | Nick Chapman 07814 766 785 | Rachel Chapman 07976 172 335 | Sarah Morton 07943 303 695 |
| Simon Sheldon 07815 598 573 | Tarun Datta 07977 267 112 | <p>PLEASE NOTE If you are contacted by a Mental Health First Aider you contacted & are unable to answer, please call another member of the team. If you are in crisis, please call an emergency hotline. If people marked with the icon means they are on-site.</p> | | |

Our **Mental Health and Wellbeing Team** continues to expand, with more trained **Mental Health First Aiders** and awareness campaigns around issues such as relaxation, loneliness, and self-care. Initiatives like World Relaxation Day and our festive "You've Got Mail" campaign foster connection and support across the organisation.

All Micronclean employees have access to the **Wisdom Wellbeing App**, providing confidential 24/7 professional support.



We also connect health and wellbeing to environmental awareness. In partnership with the **Lincolnshire Wildlife Trust and Greater Lincolnshire LEP**, we piloted the **CLEAN Award**, an educational programme for Year 10 students linking business, plastic use, and climate impact. The project, which included a **Skegness beach clean** and a sustainability Hackathon, earned the **Gold National Green Apple Award for Science, Technology & Aerospace (Partnership Category)** and continues successfully into 2025.

FIND OUT MORE
Gold National Green Apple Award for Science, Technology & Aerospace (Partnership Category)



Safe People. Safe Workplace. Safe Micronclean.

At Micronclean, Health & Safety is a fundamental part of how we operate and reflects our responsibility to protect our people, customers, and communities. We believe that every colleague should return home safe, healthy, and well each day. Our approach is proactive and prevention-focused, going beyond compliance to embed a culture where safety is understood, prioritised, and continuously improved.

Our Commitment

We ensure that our workplaces, systems, and practices prioritise the physical and psychological safety of every employee. Our strategy focuses on:



- ▶ **Risk prevention** through planning, training, and ongoing improvement.
- ▶ **Employee involvement** in identifying hazards and implementing safer ways of working.
- ▶ **Transparent monitoring** of leading indicators, near misses, and safety observations.

Training, Capability & Competence

We invest in our people so that everyone understands how to work safely and confidently. All employees receive mandatory Health & Safety training relevant to their roles, supported by a structured training matrix.

Training includes but is not limited to:

- ▶ Fire Safety
- ▶ Manual Handling
- ▶ COSHH & Chemical Awareness
- ▶ Workplace Transport & Safe Systems of Work
- ▶ Risk Assessment awareness
- ▶ First Aid and Mental Health First Aid



Leadership teams receive additional training in safety responsibilities, incident management, and risk reduction.

Continuous Improvement & Safety Culture

Safety is everyone's responsibility. We encourage active participation through:

- ▶ **Monthly Toolbox Talks** delivered across all sites.
- ▶ **Proactive reporting** of hazards, near misses, and improvement opportunities.
- ▶ **Regular site inspections and safety audits** to track compliance and improvement actions.

Our internal safety recognition scheme highlights and celebrates employee-driven improvements, reinforcing safe behaviours and shared accountability.

Safe Facilities, Safe Equipment

We invest in technology, infrastructure, and systems that reduce risk and support safe working environments, including:

- ▶ Planned preventative maintenance programmes
- ▶ Installation of P50 long-life fire extinguishers across sites
- ▶ Upgraded LED emergency lighting and fire safety systems
- ▶ Standardised Safe Systems of Work for all significant tasks

Governance & Assurance

Our Health & Safety performance is continually monitored through:

- ▶ Leading and lagging indicators
- ▶ Internal audits and external insurer audits
- ▶ Annual policy and risk assessment review cycles
- ▶ Improvements are documented, tracked, and communicated to ensure accountability and transparency.

Health & Safety is integral to how we work and who we are. Through investment, training, and engaged leadership, we create safe and sustainable workplaces that support our people today and build resilience for the future.

Nothing is more important than ensuring everyone goes home safe, every day.

Highlights:



20+ trained
Mental Health
First Aiders
across sites



5+ wellbeing
campaigns run
annually to
promote mental
health and
inclusion



CLEAN Award
Project reached
80+ local
students through
environmental
education



Gold National
Green Apple
Award for
partnership
sustainability
initiatives

ECONOMIC GROWTH & PROSPERITY

Local Economy | Community Support | Ethical Procurement



Micronclean contributes to the local economy through community investment, ethical business practices, and environmental stewardship. Our annual **Family Fun Day**, organised by the volunteer-led **SKIEs Council**, is a highlight of the year bringing together hundreds of employees and their families while raising funds for local charities. In 2024 the 6th annual event welcomed over 560 attendees, raising £1,000 each for the **Lincolnshire Wildlife Trust** and **RNLI Skegness**.

Our long-standing connection to the local environment dates to the Fry family's sponsorship of the **Gibraltar Point Nature Reserve** in the 1940s, a legacy we proudly continue today. We also support the **Lincolnshire Chalk Streams Project**, hosting educational pond-dipping sessions to raise awareness about biodiversity and environmental protection.

FIND OUT MORE
[Lincolnshire Wildlife Trust](#)
[RNLI Skegness](#)
[Lincolnshire Chalk Streams Project](#)





We sponsor local initiatives, such as **Louth Infinity Inclusive FC**, providing kits and support for children with learning and physical challenges to build confidence and teamwork.

Sustainability remains central to our growth. Micronclean holds **REGO (Renewable Energy Guarantees of Origin) certification**, confirming that 100% of our electricity comes from renewable sources. Alongside on-site generation, we continue to invest in reducing our overall energy use. This represents one component of our broader **Microngreen** strategy, which outlines our environmental and sustainability objectives and targets.

We are committed to balancing people, planet, and profit. Our **Supplier Code of Conduct** sets out the ethical, social, and environmental standards we expect from our suppliers and partners, reflecting the values that guide how we do business. By aligning with this Code, our suppliers support our commitment to responsible and sustainable practices.

FIND OUT MORE
REGO certification
Microngreen Report
Supplier Code of Conduct



Highlights:



560+ attendees at the 2024 Family Fun Day



100% renewable electricity used across all operations



Medilink Midlands Sustainability Award



Lincolnshire Business Award for Clean Energy



2nd Annual Microgreen Report Published

EQUALITY, DIVERSITY & INCLUSION

Equal Opportunities | Inclusion & Belonging | Diverse Workforce

Micronclean has long championed equal opportunities, and in recent years we've deepened our commitment through a structured and forward-looking approach to Equality, Diversity & Inclusion (EDI).

In 2024, we launched our **EDI Committee**, bringing fresh energy and expertise to shape our company-wide strategy. This strategy focuses on awareness, education, and collaboration, supported by our Disability Confident Employer status and engagement with local learning and career events.

Watch our video to hear more about the EDI group from the committee chair, Lottie.



Our **Women's Network**, now celebrating its first anniversary, continues to create a safe and supportive space for collaboration and empowerment. It has led awareness campaigns on menopause and breast cancer, while also influencing company policy improvements.

We are proud to support diversity within our wider community. As a sponsor of **East Coast Pride** in Skegness in both 2024 and 2025, our team participated with enthusiasm, hosting an interactive stand on the Grand Parade featuring garment try-ons, giveaways, and temporary tattoos.



East Coast Pride in Skegness



Through our actions, Micronclean continues to foster a culture of inclusion, belonging, and respect — ensuring that every individual feels valued and empowered to contribute their best.

Highlights:



EDI Committee launched 2024 with growing cross-site membership



Women's Network first anniversary marked by key policy reforms



Proud sponsors of East Coast Pride 2024 & 2025



Disability Confident Employer status maintained

OTHER PROJECTS

We proudly support **blood donation** initiatives that help save lives and strengthen our local communities. By encouraging colleagues to donate, we create opportunities to make a real difference, often overcoming personal challenges to do the right thing for others. Blood donation sessions are welcoming, supportive, and community focused, offering a chance to connect with others while contributing to a vital cause. Every donation can save up to three lives, making this a simple but powerful way our people help those who need it most.



Our annual **Company Day** brings colleagues together from across the business to connect, share, and be heard. The event provides updates on our performance and future plans, while giving everyone the opportunity to ask questions directly to the Directors through an open Q&A. All questions are answered, either during the event or afterwards, and shared with colleagues in a dedicated Q&A booklet alongside the next edition of The Spin.

FIND OUT MORE
Blood Donation Initiative
Company Day



LOOKING AHEAD



At Micronclean, we are committed to creating a cleaner, fairer, and more sustainable future for our people, our communities, and our planet.

As mentioned at the start of this booklet our strategy focuses on **four key areas, Employment, Economic Growth & Prosperity, Health & Wellbeing, and Equality, Diversity & Inclusion**, each driving positive impact across our business and beyond.

As a result, to continue to strengthen our contribution to these areas we will:

- ▶ Introducing a Local Engagement Policy to provide a structured, consistent approach to community activities across all Micronclean sites.
- ▶ Holding quarterly Local Engagement Team meetings to plan, coordinate, and review initiatives, ensuring alignment with our values and measurable community outcomes.
- ▶ Building stronger partnerships with local schools, charities, and organisations to create new opportunities for collaboration, education, and positive local impact.
- ▶ Reinforcing our SKIE values and embedding long-term sustainability goals through the MicronGreen programme, linking our environmental ambitions with our people and culture.

Through these commitments, we aim to further our role as a responsible employer, trusted community partner, and catalyst for sustainable growth.



Roman Bank / Skegness / Lincolnshire / PE25 1SQ
T: +44 (0)1754 767 377
E: sales@micronclean.co.uk
W: www.micronclean.com

