

Improving and implementing a corporate social responsibility (CSR) program

The 2M Group of Companies has made significant efforts in recent years to improve and implement its corporate social responsibility (CSR) program. Our actions have recently been recognised by Chemicals Northwest who awarded the 2M Group with its 2023 CSR Award.

Like many organisations, 2M Group of Companies approach to CSR has been guided by the UN's comprehensive Sustainable Development Goals. This approach has given the Group a structured framework to implement towards our vision to be a sustainable and responsible business.

This article explores the recent initiatives that have been successfully introduced across the 2M Group of Companies.

Wellbeing

Our top priority is the wellbeing of our employees. The 2M Group of Companies is very proud to offer employee benefits above industry norms, including enhanced paternity and maternity leave, life insurance, and critical illness insurance cover for all staff.

Recognising that mental health is a major factor in employee happiness we partnered with 'Spill' in 2021, to provide free counselling to ensure mental health support for all employees when needed. We have also trained numerous people in the organisation as mental health first aiders and menopause champions, providing a support system for those who may be struggling.

Additionally, in 2020, we introduced the 'Active Teams' initiative, which acknowledges the important link between physical health and mental health. We encouraged our team to do 150 minutes of moderate exercise per week, supporting them with access to a Group coach and a smartwatch to track their activity.

Knowledge Sharing and Social Dialogue

The Group has implemented various initiatives to promote knowledge sharing and social dialogue among our employees. In 2022, the company introduced an annual knowledge exchange event that highlights different areas of the business, including training on key CSR issues such as bribery and corruption. The event aims to improve transparency and social dialogue. This has been complimented by a regular "open-door calls", hosted virtually by our Chair & CEO, Mottie Kessler OBE.

