

We also conduct wellbeing and employee satisfaction surveys that encourages staff to share their ideas, suggestions, and improvements.

Training, Development, and Career Management

We are committed to the training, development, and career management of our team. This is coordinated through our internal training program, the '2M Academy.'

The 2M Academy is home to a broad range of programs to support our team at different stages of their careers and personal development. This includes; accelerating the careers of future leaders, team management, supporting flexible career paths, creating STEM apprenticeships, supporting flexible employment post-retirement, mentoring, and secondments.

In 2021, we introduced 'HighHER' our women's leadership program aimed to empower women within the organisation and improve equality.

Education and Community Interaction

The 2M Group has a long-standing commitment to promoting Science, Technology, Engineering, and Maths (STEM) education. We aim to raise awareness of STEM and give young people a thorough understanding of what it is like to work within a STEM industry. To facilitate this, we established a STEM hub at our head office in 2018 to enable live demonstrations and interactive workshops. We also hold annual STEM days at our Runcorn and Leeds offices, where demonstrations are given by our employees to children in education. Additionally, we partner with the Centre for Industry Education Collaboration (CIEC) to promote STEM throughout schools by training our staff to deliver virtual science experiments and career talks.

Charitable Giving/Match Funding

We actively encourage and support our team with any fundraising efforts, ensuring that any money raised or donated is matched by the Group.

In 2021, we also introduced volunteering days for staff, giving all employees two days per year, fully paid, to support a charity or educational establishment of their choice.

Sustainable Procurement

As a company, we are committed to sustainable procurement. We develop partnerships with suppliers who share our common principles of ethical trading and social responsibility & accountability. To aid in this, we subscribed to the EcoVadis sustainable procurement program in 2021, which allows us to request and view our suppliers' EcoVadis assessments and work with them to improve

areas of weakness. The program is also used to formally communicate our own sustainability goals to our suppliers.

Sustainability Working Group

In 2022, we appointed a team of forward-thinking individuals from our employees as our 'sustainability working group.' This working group is looking to introduce a culture of sustainability in the organisation as well as develop projects addressing key issues in areas falling under the definitions of 'sustainability', 'Environmental, Social & Governance (ESG),' and 'Corporate Social Responsibility (CSR).'

In 2023, we will be assigning further ambassadors to advocate sustainability to stakeholders and the wider community, and we have started the process of hiring the first member of our sustainability department – a sustainability analyst.

About the 2M Group of Companies

Maintaining a portfolio of Material & Life Science companies, the 2M Group of Companies is committed to delivering chemistry-based solutions for a better life today and a better world tomorrow.

Headquartered in the UK, with customers in over 90 countries, we have established a strong presence as market leaders in the chemical industry since our formation in 2004.

We are a friendly team with an innovative culture that works together to get things done. We trust everyone equally and fairly and encourage our people to be truly creative and think outside the box. For further details visit <https://www.2m-holdings.com>



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