



HMG Powder Coatings

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Community & Social Value Statement

1. Purpose and Scope

HMG Powder Coatings Ltd is committed to creating positive social and economic impact in the communities where we operate. As a family-owned SME based in Northern Ireland, we recognise our responsibility to contribute to local prosperity, skills development, and community wellbeing.

This statement supports and should be read in conjunction with the **HMG Corporate Responsibility & Sustainability Policy**.

2. Principles and Objectives

Our approach to community engagement and social value is guided by the following principles:

- Supporting local employment, skills, and apprenticeships.
- Sourcing goods and services locally wherever practical.
- Encouraging volunteering, education, and charitable initiatives.
- Building partnerships that strengthen our community and local economy.
- Conducting business ethically and transparently to earn the trust of our stakeholders.

3. Local Employment and Skills Development

HMG Powder Coatings Ltd provides stable employment and invests in developing the skills of our workforce. We:

- Offer apprenticeships, work placements, and graduate opportunities in technical and operational roles.
- Support continuous professional development (CPD) for all employees.

- Engage with local training providers, schools, and universities to promote careers in manufacturing and science.
- Encourage internal progression and long-term employment.

4. Supporting Local Suppliers and the Regional Economy

HMG prioritises local and regional suppliers whenever commercially viable. We:

- Seek to build long-term, mutually beneficial relationships with local businesses.
- Evaluate suppliers based not only on cost and quality, but also on social and environmental performance.
- Contribute to regional economic resilience by maintaining Northern Ireland-based operations and investment.

5. Community Engagement and Charitable Support

We aim to be a responsible neighbour and active participant in our community. HMG:

- Supports local charities, schools, and community organisations through fundraising and sponsorship.
- Encourages employees to volunteer their time and expertise for local causes.
- Promotes STEM education and environmental awareness initiatives.
- Responds positively to community feedback and partnership opportunities.

6. Measuring and Reporting Social Value

HMG Powder Coatings Ltd seeks to measure and communicate the social value created through our activities. We:

- Track contributions to local employment, training, and procurement.
- Review community engagement activities and outcomes annually.
- Report progress to stakeholders through corporate responsibility updates and customer communications.

7. Governance and Review

The **Board of Directors** is accountable for ensuring that social value and community engagement remain central to HMG's strategy. The **HR and Communications Departments** coordinate the implementation of this statement.

This statement will be reviewed annually to ensure continued alignment with company strategy, customer expectations, and community priorities.

Approved by the Board of Directors

Date: November 2025