



Responsibilities

Employment Statement

The MM Group are committed to doing business that is conducted honestly, fairly and with respect for people, their views, opinions and their human rights.

We aim to be transparent in our procedures so it is clear to all what steps we are taking to tackle modern slavery and protect human rights in our business and global supply chain. We work hard to ensure that high standards are maintained across all areas of corporate and social responsibility.

Our people are our greatest asset. They contribute to the growth and sustainability of our business. The health, safety and human rights of all our employees at work must be respected and protected. We strive to comply with all relevant employment and human rights laws and regulations in each country from which we operate and aspire to surpass the best employment practices throughout all our operations. This is governed by key policies in areas such as recruitment & selection, bribery & corruption, health & safety, equality & diversity and employment standards.

Modern Slavery Statement

Health and Safety

Our core focus is to ensure that every member of staff has a workplace that is safe and as free from hazards as possible.

We have developed and implemented an approach to safety that is uniquely us, encompassing all of our activities, with all available knowledge used to maintain safe working practices and environments. All staff, along with their knowledge, experience and needs are vital to safety and no voice is left unheard.

Our continuous efforts have manifested into a management system that is now certified to the internationally recognised Standard BS ISO 45001: 2018, the new international standard for Health & Safety.

Environmental Policy

The MM Group believe that we have a responsibility to care for and protect the environment in which we operate. We are fully committed to improving environmental performance across all of our business activities and will encourage our business partners and members of the wider community to join us in this effort.

The MM Group recognises our key impacts to be in the areas of:

- Energy use
- Waste generation
- Paper consumption
- Transport

We have a number of controls in existence to help mitigate our impact on the environment and the resources we use.

 [Read more](#)

Community Support

Charities

The Matchstick Men Group has been involved with a number of charities over the years, helping to raise substantial amounts of money for causes which are close to our hearts.

As a company, we enjoy giving something back to our local community and encourage the employees who work for us to get involved with fundraising events wherever possible, from charity golf days, to bike rides from our hub in the south to our North West hub in Wigan, charity bake sales and sponsored sporting events around the UK.

2018-2021 - Inspire Chorley Youth Zone

OnSide Youth Zones is a charity which supports the wellbeing, aspirations and life chances of young people in the UK's most socio-economically deprived areas. Inspire Chorley Youth Zone opened in May 2018 and is one of sixteen youth zones which have been set up within the Onside Youth Zone organisation.

The Youth Zones ensure individuals aged between 8-19 years old have a safe place to go to for a small fee where they can make friends, get a hot meal, learn new life skills and enjoy a number of fun activities.

The activities Chorley youth zone facilitate are amazing and include a fully equipped gym, a boxing ring, a beauty room, a recording and music studio plus an underground 3D AstroTurf football pitch. The youth zone also has a confidential area to discuss anything personal with the wonderful team of staff and volunteers.

By providing these facilities, the young people can discover new skills they may not have realised they had which will in turn help them gain confidence and better prepare them for later life. The facilities and staff are truly amazing and we are extremely proud to be a Founder Patron. With the Youth Zone being on our head offices door step we can really get involved, not only through the fundraising events we hold but also by providing the time and skills of our own people to coach and mentor those who visit the zone, as they develop into young Adults of the future.

2016-2017 - Bolton Neonatal/Special Care Baby Unit

Bolton Hospital's Special Care Baby Unit did a fantastic job of looking after our twin daughter Chloe following her difficult birth in 2014. Chloe required treatment for jaundice, tube feeding and other medical intervention for the 9-days following her birth. The team at the Hospital were fantastic with the support they provided Chloe and also our family through what was a very difficult time. This support continued at home after discharge until the Medical team were comfortable that Chloe and our family were 'thriving' in the community.

Public funding for hospital services is limited but the team at Bolton Hospital do a great job with the funding they are given; this only stretches far enough to provide basic care. Parent's and their families spend long hours on the ward with their poorly baby and facilities are limited.

We wanted to raise money to help the Unit provide more support to visiting families and we are delighted that the money we raised was sufficient to refurbish two of the ward bays creating bigger and more comfortable spaces around the cot areas to allow families to spend time more comfortably with their loved ones.

Olivia Hamer – Executive Director

2015 Derian House

Derian House is a charity that is very close to my heart as my younger brother has been accessing services at 'Derian lodge' since the age of 16. As a family we have recognised that there were gaps in service provisions for young people aged 16-25yrs with palliative care needs within the local area.

Derian Lodge has been able to provide these provisions and has been designed around the need to meet the medical, developmental and social needs of young people including their requirements for independence, privacy and recreation.

The environment at Derian Lodge enables young people to have the freedom to choose how to spend their time and each young person has the opportunity to tell staff exactly how they would like their care to be delivered.

During 2015, as a business we raised almost £7,000 to support Derian House in allowing it to continue its fantastic work for young people and their families.

Emma Chapman - Head of HR

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