

SOCIAL, ECONOMIC AND ENVIRONMENTAL SUSTAINABILITY POLICY

We are fully committed to corporate social responsibility and ensure that our business approach contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders. Our sustainability principals are based on behaving responsibly, protecting and developing our people and our environment and contributing to the economy and to our local communities.

Our policy covers the following key areas:

Our People

We strive to recruit and retain the best people, from all backgrounds and demographics. We value them, we engage with them, we keep them safe and we develop them to their best potential. We are dedicated to equality and will not tolerate harassment or discrimination on any grounds.

Our Clients and Supply Chain

We carry out our business in a professional and ethical ways at all times and continually challenge our working practices and safety performance to find improvements. We create trusted and viable partnerships with our clients and suppliers and provide a quality service which adds value to all and enhances economic stability.

Our Environment

We actively seek to achieve harmony between the environment and our corporate activities by promoting sound environmental management principles throughout the organisation and by providing the resources and expertise to make this a practical reality.

Through the implementation of our Integrated Management System, which meets the requirements of ISO 14001, we maintain the highest practicable environmental standards.

We comply with all environmental legislation, regulation and codes of practice, and specific rail industry requirements as relevant to our business activities.

We set, monitor and continually challenge our environmental objectives and targets to ensure improvement of our performance.

1. We maximise the segregation of waste that can be re-cycled from that which can't.
2. We maximise the efficiency of consumed energy and minimise pollution; through the adoption of an efficient transport policy for our personnel and the controlled use of electrical supplies and consumables at our premises

3. We minimise environmental impact of any physical assets (including plant and machinery) under our control, by ensuring they are properly maintained, stored, transported and utilised.

Our Community

We operate across the infrastructure, from many regional depots. We value the communities in which we work and we support them in various ways, including local recruitment, local supply agreements and charitable work.

Our *Social, Economic and Environmental Sustainability Policy* is communicated to all workers, customers, suppliers and contractors and also to the general public where appropriate, and is reviewed at least annually for effectiveness.



Gary Beeston
Managing Director