

Policy: Corporate Social Responsibility

1.0 Summary

Corporate Social Responsibility (**CSR**) is about being a good corporate citizen.

CSR describes business behaviours that not only deliver commercial objectives and meet legal requirements, but also have a positive social impact.

Traffic Safety and Management Limited aim to run our business responsibly and align our business strategy with CSR goals in order to have a significant and positive impact both on our business and the communities in which we operate.

2.0 Revision and Approval

Rev.	Issue Date	Nature of Changes	Approved By
0	31/05/20	Original issue.	MS
1	31/05/21	Rebrand and control number applied.	MS
2	25/05/22	Reviewed and up revved.	MS

3.0 Policy Statement

3.1 Introduction

Traffic Safety and Management Limited has a national presence and provide traffic management solutions to a range of clients 24 hours a day, 365 days of the year. We work in rural and urban areas on low-speed roads (12D) and high-speed roads (12AB).

We work with Highways England and local authorities' utility companies and principal contractors, in a collaborative way, to enable seamless delivery of effective and efficient traffic management solutions in line with their specific requirements. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have developed a policy that affects and enhances all areas of our business, and we wish to adopt and commit to the principles and practices set out below.

3.2 Staff

We are committed to the well-being and continual development of our staff and to training our workforce, where employees feel they are appreciated, valued, and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.

All employees are recognised and rewarded based on their performance, effort, contribution, and achievements.

We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with

employees as to the direction of the business.

3.3 Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs. We aim to give fair value, consistent quality, and reliability in the services we provide.

We aim to have the highest professional and ethical standards and will be honest, open, and transparent in all our dealings with customers.

3.4 Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors.

We aim to choose suppliers that share our ethos in relation to employment practices, quality, and environmental controls. This will be communicated to all suppliers and potential suppliers.

3.5 Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

3.6 Environment

We have implemented an environmental policy appropriate to our business and have achieved ISO 14001:2015 certification of Environmental Management System in January 2022.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures, and providing training so employees and contractors understand their environmental responsibilities, and seek to continually improve our environmental performance.

3.7 The Community

We recognise and understand the significance of the local communities within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading.

We actively support and donate to charities/non-profit organisations within the communities that we operate.

We endeavor, wherever possible, to provide work and experience opportunities in the communities in which we operate, to those who are struggling to find work.

Signed:



Martin Sheridan

Title: Director

Date: 25 May 2022