

Corporate and Social Responsibility Policy

PL-011 Corporate and Social Responsibility Policy

Date:	Changed by	Change/Amendment	Version
Apr 2021	T. Ellis	First Issue	v1.0
May 2022	T. Ellis	Annual review	V2.0
July 2023	P Mell	Annual Review	V3.0

Corporate and Social Responsibility Policy

At SigTech Rail Consultancy Corporate Social Responsibility is about living the values and principles that govern the way we operate as a business and behave as individuals. It is about ensuring that everyone associated with our operations goes home safe every day. This has a positive impact on our people, the communities we work in and the wider environment and builds the trust and respect of our customers and other stakeholders.

Who we are and what we do.

Provide high quality signalling support for plain line and S&C renewals, as well as signalling assistance for civil work in the rail industry.

We believe at SigTech Rail that we offer an outstanding, reliable workforce. Our conscientious team work efficiently and safely, whilst using their wealth of experience to ensure their job is carried out to the best of their ability. An exemplary team enables us as a company to grow and provide a quality service to all our clients. In addition, we feel it is important to continue strengthening the foundations of our workforce by offering a supportive environment whilst encouraging further development of skills.

Equal Opportunities

We are an Equal Opportunities Employer as per the Equality Act 2010 and are committed to a policy of equal opportunities and diversity in employment and recognise that this is essential to ensuring the success and growth of our company. We make every effort to select, recruit, train and promote the best candidates based on suitability for the job; to treat all employees and applicants fairly, regardless of race, sex, marital status, age, nationality, ethnic origin, religious belief, sexual orientation, or disability and to ensure that no employee suffers harassment or intimidation.

Human Rights

We aim to identify, assess, and manage human rights risks within the company, working firstly to avoid or mitigate them and then see to remedy any actual or potential impacts. Ensuring that appropriate mechanisms are in place for those affected by our operations to raise grievances.

Environment

SigTech Rail is committed to the prevention of pollution, specifically protecting the environment, with reference to aspects of work activities that are environmentally significant and will comply with all relevant environmental legislation and, where reasonable, exceed their requirements.

Minimise waste production where possible, by employing sustainable work practices, careful material specification and encouraging re-use and recycling.

Health & Safety

The Health & Safety at Work Act 1974 requires SigTech Rail to ensure, so far as is reasonably practicable, the health and safety of our employees and anyone else who may be affected by our acts or omissions.

SigTech Rail Health and Safety Policy defined performance standard is zero accidents; compliance with statutory requirements will be the minimum acceptable standard adopted to achieve this goal.

All employees must play their part in implementing these requirements if safety standards are to continuously improve.

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Community Engagement

SigTech Rail recognises that it has responsibilities to all stake holders which include the interests of employees and their families; the need to foster the organisations business relationships with partners, customers, suppliers, others and the impact of the organisation's operations on the local communities and the surrounding environment where it operates.

Where possible we support local charities and the surrounding community by employing locally based people.

Monitor and Assess

Monitoring and measuring how our business performance gives us an idea of how well our business is doing. It helps us to identify you new market opportunities, reduce costs, access new customers and increase our competitiveness.

Through documenting our annual objectives in H&S, Environment and Quality and assessing these outcomes on an annual basis gives us an outline of how we can implement our achievements and accomplishments as a result of setting these objectives.

Signed:

A handwritten signature in black ink, appearing to be 'P. Lindley'.

Pete Lindley
Managing Director
July 2023