



Trough-Tec Systems Environmental, Social and Governance Policy.

About us: Trough-Tec Systems (TTS) was established in 2011 to supply Green Trough cable management solution to the European rail industry. After year-on-year growth since being established, TTS has recently added the PRISMA product range of anti-trespass and suicide prevention systems to its portfolio. Both Green Trough and PRISMA are manufactured from 100% recycled materials which reflects our commitment to environmental sustainability, represented by our ISO 14001 accreditation. As such our portfolio provides numerous benefits: all products enable our clients to deliver safer and more efficient installations whilst providing a myriad of environmental benefits. Our ethos is simple: to provide sustainable world-class products, value and services to each and every client.

Organisational Governance: Our policies and operational controls for environmental, health, safety and social risks are overseen by the board of directors and the senior management team, our Operations Manager being the operational lead for our SHEQ systems and procedures. Progress and adherence to internally set goals and timelines is reviewed on a quarterly basis.

ESG Commitment: We strive to build, maintain and grow a sustainable business, financially, socially and environmentally speaking. A business that serves our clients, community and colleagues to whom we hold ourselves responsible. This commitment informs every aspect of our business, including the products and services we provide and influences how we collaborate with clients and stakeholders.

Environmental Stewardship: We aim to embed environmental stewardship in everything we do. As stated above we already hold ISO 14001, and we are currently in the process of baselining our carbon footprint to ensure that we can monitor our progress against our own science-based targets. We believe we have a responsibility to minimize the energy, carbon, water, and waste impacts of our business and recognize that these impacts occur not just in the daily operations of our portfolio but also through our entire value chain. As a result, we strive to reduce environmental impacts across the full life cycle of our buildings and operations.

Statement on climate change: We are committed to driving down our energy and carbon impacts and our approach to environmental sustainability determines the products we provide and the way in which we operate as an organisation. To that end we are committed to only supplying products that provide clear and sustainable environmental benefits, and that our own supply-chain is as environmentally responsible as possible. Demonstrators of this commitment are as follows:

- All of our products are manufactured from recycled materials that can be re-recycled at end of life, that would otherwise be destined for landfill or incineration
- We use the most carbon efficient modes of transport wherever possible for our international logistics (sea-freight), and have switched from road to rail freight for the majority of inland bulk deliveries
- Our hauliers for inland deliveries are ISO14001 accredited
- Our domestic supply chain is all located within a 45mile radius of our premises in Doncaster

Operationally we aim to be as environmentally efficient as possible, examples of which include but are not limited to:

- Replacing petrol vehicles to electric (forklift trucks and company vehicles)
- Energy efficient solutions within the premises

- Buying consumables in bulk to eliminate waste and reduce our need for single use plastics
- Collecting and recycling all industrial waste
- Ongoing communication to all staff to ensure our commitment to sustainability is embedded within the company culture
- Carbon literacy training to senior management for ongoing training internally to the wider team

We are actively involved in sustainability in the wider sense; through our trade association memberships we participate in a number of groups that are focussed on supporting our major clients' own sustainable strategies and contributing to the UK's achieving NetZero 2050, these include Rail Forum's Route 2 Zero and the Rail Supply Group's sustainability working group. A highlight of our demonstration to Net Zero was in our sponsorship of both a local COP26-related event, and participating in COP26 proper alongside Network Rail and the Rail Delivery Group within Hitachi's transport-focussed sessions.

Social Value:

Overview: A deep commitment to social responsibility is core to who we are as a company. Our people are the lifeblood and the future of our business, and we are proud to be a significant and growing local employer. We are proud of our roots, and as such we are focussed on nurturing and growing both local jobs and local skills. We have always paid the national living wage, and do not discriminate by age, so our younger employees are on the same hourly rates, and our structured progression is based on merit.

Culture, engagement, and growth: we have created a workplace environment that provides support and encouragement to the entire team and operate open-door policy so that any team member can speak with anyone from the senior leadership team about any topic. We actively encourage collaboration and innovation across departments through systems such as suggestion boxes, bi-monthly team toolbox talks and constant communication between externally and internally facing teams.

Health and safety: team wellbeing is of paramount importance to us and as such we do all we can to support our colleagues' physical, mental and psychological safety, with Mental Health First Aid provided within the team. We have a zero-tolerance approach to abuse within and towards our colleagues and have stringent controls on health and safety in the workplace to do all we can to ensure everyone gets home safe every day. Every colleague, regardless of their length of service or position within the company is encouraged to challenge any ineffective practices they perceive and suggest any changes that will improve safety and efficiency throughout the business.

Equality, diversity, and inclusion: we recognise the value that diversity in all its forms brings to the organisation. This is reflected throughout the business, with gender parity at the operational board level, and with approximately 33% of the entire team identifying as female. By comparison the averages within rail and construction are 17% and 13% respectively. Gender is not the only demonstrator of EDI, and as such we are proud of other measures of diversity within the team. We uphold equal opportunities for all within our recruitment and training practices, and as signatories of the Women in Rail and Railway Industry Association EDI Charter we seek to maintain a positive workplace, free from discrimination or harassment in any form.

Our commitment to the Social Value Act and the UN Sustainable Development Goals.

Across the business we have aligned ourselves to both the Social Value Act and the UN Sustainable Development Goals (SDGs). The SDGs are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere (source: UN.org). We support all seventeen goals, but we have identified those where we can make the most tangible contribution.

The following tables summarise how our social value related activities are identified and enacted in relation to the national TOMs measures (i.e. the Themes, Outcomes and Measures of the social value act) and our chosen SDGs.

Social Value Themes	Outcomes
Supporting young people into work	<p>As stated above we pay all staff fairly, and all younger members of staff are on the same starting rates as everybody else. We actively liaise with local education and training providers, and we are proud that we employ one or two members of staff who may otherwise have fallen into the NEET category (Young persons not engaged in education, employment or training) through our relationship with a neighbouring academy school.</p>
Improving staff health and wellbeing	<p>As described above we aim to support our colleagues' health in every sense, and actively support initiatives such as Time to Talk Day and maintaining an open-door policy for all.</p>
Ethical procurement	<p>We ensure that we comply with all anti-bribery and anti-corruption measures and will not enter into a commercial relationship with any client or supplier whose practices are unethical.</p> <p>As a client of other smaller companies within our own supply chain we have signed up to the Rail Supply Group Work Visibility Pipeline charter, and through one of our Director's chairing of the Railway Industry Association's SME group (small to medium sized businesses) we are objectively involved in supporting ethical and sustainable procurement within the rail sector simultaneously supporting our contribution to supporting social value in supply chains.</p>
Supporting community projects	<p>Trough-Tec supports the Community Rail Partnership's Backtrack campaign (link), an initiative that works with young people and education providers to educate people of the risks of on-track trespass.</p> <p>We are also active supporters of The Railway Children and the Samaritan's Million Hours Challenge. We have committed to donate a percentage of the value of each sale of the Anti-Trespass platform panels to the challenge to support the fundraising needs of the campaign.</p> <p>On a local level we support the Yorkshire Children's Air Ambulance and our Chair is a trustee of CAST, a local theatre and creative hub and registered charity (link).</p>
Reducing carbon emissions	<p>As summarised in our environmental overview above we are dedicated to running a sustainable business in every sense and we are setting our own science-based targets to reduce our carbon footprint and to contribute to reducing our clients' scope three emissions.</p> <p>Recycling and the circular economy are crucial themes that remain a central core of our mission which is to provide high-quality, innovative and sustainable infrastructure products, to the UK rail industry and beyond.</p>

SDG	How we are effecting change
Quality education	By supporting our own team and ensuring access to ongoing training and educational opportunities for every single colleague, by continuing to work with local schools to provide career engagement, support STEM events locally and regionally and actively offering relevant work opportunities. We are also committed to providing mentoring and coaching to all colleagues through internal and external mentors and coaches.
Gender equality	We will never discriminate against anyone of any gender with which they identify, and we will continue to support girls and women by supporting STEM and careers initiatives and we guarantee a safe space for anyone to whom we have a duty of care.
Decent work and economic growth	Trough-Tec is a company that has grown year on year, and we will continue to do so, whilst maintaining a sustainable business. We commit to recruiting from within the local community to provide steady, secure, and meaningful employment which in turn supports our organisational ambitions for growth. We work closely with local authorities to support growth within our city and commit to investing in the city as a responsible member of the local industrial community.
Industry, innovation, and infrastructure	Our entire operation supports the goal of enabling the efficient use of resources be they material, financial or labour. We constantly liaise with clients to ensure each of our products and services support their and our own innovation targets alike, simultaneously supporting improvements in resource and energy-efficiency gains.
Responsible consumption and production	By adopting energy efficient practices within the workspace and all of our buildings and reducing, reusing and recycling wherever possible. By supplying products that both divert plastics from landfill and incineration we are also an active element of the electrification and digitalisation of the railway as a system.
Life below water	Saving our oceans is a priority, by capturing and recycling our own industrial waste, reducing our use of single use plastics and by supplying products that are manufactured from recycled plastic and rubber waste (household plastics and aircraft tyres).



Gary Elliott, Managing Director

For and on behalf of Trough-Tec Systems Ltd