

PANDROL

CORPORATE SOCIAL RESPONSIBILITY



All Pandrol Track Systems operating companies are working towards compliance with our group-wide corporate social responsibility (CSR) policy.

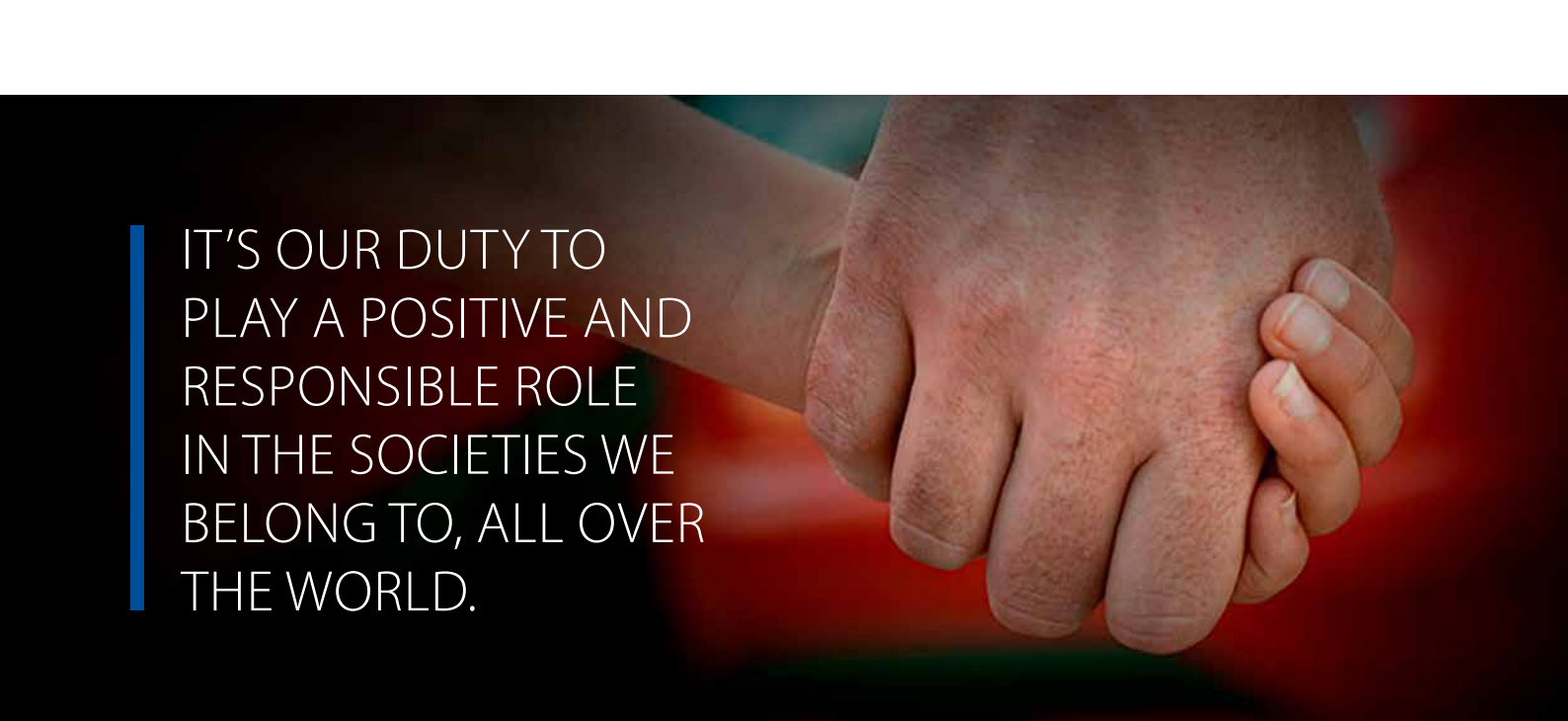
At board level, we frequently review our policy against appropriate codes of governance and international standards, such as those of the UN, the International Labour Organisation (ILO), and the Organisation for Economic Cooperation and Development (OECD).

PTS Group companies audit their own compliance, work to fill gaps in CSR activities, and take action against unethical behaviour.

RESPECTFUL, SUSTAINABLE WORKPLACES

Guided by OECD Guidelines for Multinational Enterprises, our workplace policies aim to foster openness, sustainability and respect for employee rights.

- **Management talent:** We encourage hiring from within, assess candidates in accordance with local equal opportunities laws, and train employees to ISO 9001 standards
- **Looking out for employees:** We meet local requirements on the working environment and practices, recognise trade unions, and protect employees' personal data
- **Prioritising health and safety:** PTS companies meet local requirements, regularly audit site safety, provide trained first aiders, and protect visitors' safety
- **Developing employees:** We identify and meet training needs in accordance with the ISO 9001 quality system. We consider all employee training and education requests to gain role-related qualifications.
- **Encouraging diversity:** Diversity is monitored and encouraged in accordance with the Pandrol HR policy on Dignity at Work



IT'S OUR DUTY TO
PLAY A POSITIVE AND
RESPONSIBLE ROLE
IN THE SOCIETIES WE
BELONG TO, ALL OVER
THE WORLD.

PROTECTING THE ENVIRONMENT

We recognise environmental impacts arising from our business activities and we're committed to reducing these through ISO 14001-certified management.

- **Preventing waste:** We recycle solid waste, use licensed waste carriers, and use smart production methods to minimise steel wastage
- **Managing hazardous materials:** We manage and dispose of materials in ways that minimise environmental impact and maximise safety
- **Reducing pollution:** We work according to local water authority licensing laws, manage water use and pollution risks, and train employees in handling spills and accidents
- **Energy efficiency:** We monitor energy use, and we're undertaking various projects to reduce our energy consumption
- **Cutting emissions:** We're monitoring smoke stack and CO2 emissions at our sites, and working to reduce them.
- **Resource efficiency:** We've introduced innovative methods that reduce waste of plastics, cast iron, steel, and make our products more efficient
- **Defending biodiversity:** We work with local authorities to protect natural habitats at our existing and new sites

PART OF THE COMMUNITY

Our relationships with local communities are important to our business. That's why we take engaging with our communities seriously, promoting socially inclusive policies, creating jobs and learning opportunities, supporting local causes, and improving the environment.

- **Respecting human rights:** We are strongly committed to our human rights obligations, through our management system audits and policies on anti-corruption and ethics
- **Investing in communities:** Offering work experience to local schoolchildren, creating permanent jobs where possible, and encouraging our employees to take part in voluntary and community work are just some of our activities
- **Supporting local economies:** Local economies we operate in benefit from quality jobs and greater opportunities for small businesses

ACTING FAIRLY AND ETHICALLY IN THE MARKETPLACE

PTS companies are committed to fair and ethical practices in our dealings with other organisations.

We strive to:

- Be safe and fair in our business, marketing and advertising practices
- Respect the human rights and privacy of our customers
- Answer customer complaints with fair, timely, and transparent resolutions
- Never engage in deceptive or unfair practices

IF YOU'D LIKE TO KNOW MORE ABOUT OUR
CORPORATE SOCIAL RESPONSIBILITY POLICY,
PLEASE CONTACT US.

TEL **+44 (0)1932 834500**

EMAIL **info@pandrol.com**

WEB **www.pandrol.com**