

SWARCO
Corporate Social Responsibility Policy

SGUK-HR-POL-005



CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

This policy applies to the SWARCO Group of companies based in the UK; SWARCO UK Ltd, SWARCO TRAFFIC Ltd, APT Skidata Ltd, SignPost Solutions Ltd, collectively referred to hereafter as “The Company”.

The Company’s corporate social responsibility commitments are built around four critical areas:

Employees & People

We take our responsibilities seriously to protect, support, and prepare workers for successful careers, and to advocate on their behalf. Our efforts are focused on providing career opportunities and resources to the global workforce and leading by example in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and we are committed to ensuring that there is zero tolerance towards modern slavery & human trafficking in any part of our business. The Company seeks to comply with all employment legislation, including conducting appropriate right to work checks prior to employment, to ensure all employees are fully entitled to work in the UK.

Ethics

We are committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies.

Engagement

We understand that it takes all of us working together to truly have an impact. We seek to engage with workforce suppliers who operate using socially responsible business practices.

Environment

The Company recognises a shared responsibility to protect our planet. Although our facilities and operations have a small ecological footprint, we reduce the environmental impact of our business through preservation, conservation, and waste reduction practices.

Underlying our Corporate Social Responsibility programme is a set of core policies that outline our approach and guide our activities.

Code of Business Conduct & Ethics

Our Code of Conduct provides mechanisms to prevent dishonest or unethical conduct, and fosters a culture of honesty and accountability. This policy outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way.

Reference:	SGUK-HR-POL-005	Rev:	1
Date:	01/04/2019	Page:	3 of 4

Equal Opportunities, Diversity & Inclusion

Our policy is to protect the employment rights of qualified applicants and employees regardless of an individual's race, colour, sex, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, and/or other protected categories under applicable laws. We will not tolerate any form of physical, sexual, psychological or verbal harassment, racism or other abuse within our workforce. We provide safeguards to ensure that all employees are treated with respect in accordance with our Equal Opportunities & Diversity Policy.

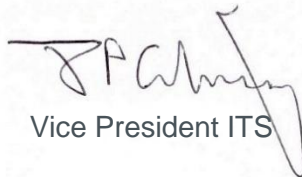
Anti-Harassment Policy

We are committed to maintaining a work environment that is free from harassment. As such, we will not tolerate harassment of, or by, its employees.

We are individually and collectively accountable for upholding our corporate social responsibility commitments. We encourage participation across our organisation, improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.

All employees are required to act at all times in accordance with applicable laws and regulations and in accordance with the ethical standards set out in our policies, including this Corporate Social Responsibility Policy. It is the responsibility of each employee to report on violations or any other wrongdoing in the workplace in accordance with the procedures set out in the Company's Whistle-blowing Policy, which sets out a procedure for disclosing information and for dealing with any information received regarding any wrongdoing. Acts inconsistent with this Corporate Social Responsibility Policy will be promptly corrected and are subject to disciplinary action, up to and including termination of employment. The Company will ensure that there will be no adverse work related consequences for any employee making complaints of violations of any Company policy or other wrong doing.

Signature:



Position:

Vice President ITS

Date:

1 April 2019

Review Date:

1 April 2020

Reference:	SGUK-HR-POL-005	Rev:	1
Date:	01/04/2019	Page:	4 of 4
