

# SUSTAINABILITY AND radio design SOCIAL VALUE POLICY

TRAC International Ltd and subsidiary companies (TRAC) endeavour to be a reliable and sustainable business as far as reasonably practicable by recognising the importance of both social value and working in an environmentally sustainable manner.

We are committed to continually developing this system in line with the UK Government's Social Value Model (PPN 002) and the UN Sustainable Development Goals. We have established a register to monitor our projects alongside setting appropriate measurable targets.

We are dedicated to delivering services that contribute to the wellbeing of our staff, our clients, the communities in which we work and the environment in which we live. We aim to put people and the planet at the centre of our business, as well as developing and maintaining our strong values throughout all activities of the company.

## We are committed to:

- Identifying activities promoting social value throughout the business, encouraging all business areas and projects to plan in their own activities.
- Maintain our social value register and analyse regularly to identify opportunities and achievement of targets.

## We aim to:

- Develop our benchmarking and reporting of progress in this area to evidence the benefits brought by participating in these activities and to help with setting future objectives and targets.

## Human Rights and Labour

TRAC commit to support and respect the protection of internationally proclaimed human rights; and make sure that we are not complicit in human rights abuses. Specifically, TRAC:

- Have in place rigorous HR and recruitment processes to ensure qualification and entitlement of persons to work in the countries that we operate in.
- Shall assess our suppliers' social responsibility and ethics and will not knowingly award business to socially or environmentally irresponsible suppliers.
- Shall require all workers and suppliers to adhere to TRAC's Code of Conduct - upholding the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour.
- Are committed, where appropriate, to ensuring due diligence in procuring conflict-free minerals and require our suppliers to adhere to these standards to help achieve a conflict-free supply chain.
- Will treat our suppliers fairly, pay all undisputed invoices to suppliers by their due date and having open communication where any disputes occur.
- Recognise Modern slavery is an abhorrent abuse of human rights. No human should be abused and exploited. As such, TRAC strive to ensure a transparent supply chain in accordance with Section 54, the Modern Slavery Act 2015. See our Modern Slavery Transparency Statement for more information.
- Aim to employ and retain staff of ability and integrity, who are committed to working together and supporting our principles. We will strive to ensure equality between all levels of staff, in accordance with our Human Resources Policy (TRACPOL C03) promoting a courteous and respectful working culture. Furthermore, we will afford employees as much responsibility and autonomy over their roles as possible. We will invest in our staff, developing each individual's skills and knowledge to enhance their personal job satisfaction.

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## Environment

We aim to use resources in a way today that will not compromise the ability of future generations to do so and be net zero in advance of UK government's targets. We have developed targets in line with current environmental science and produce transparent annual reports on our carbon output. Our targets have been validated via the Science Based Target initiative. We have signed up to the SME Climate Commitment, part of the UN's Race to Zero. We aim to undertake initiatives to promote greater environmental responsibility and have a positive impact on biodiversity. Please see our Company Policy for more on this.

## Community

Part of identifying activities to promote social value throughout the business is being a positive player in the communities in which we work. To support local communities, we will:

- Select local businesses and social enterprises to supply us wherever possible.
- Consider the effects of our operations and the opinions of local residents, particularly in situations where there is a risk that noise, dust etc. may pollute the local environment;
- Contribute by employing local staff, as much as possible, as our company grows;
- Take an active interest in local events and issues, participating in a beneficial manner, completing projects that add value to the areas we are working in.

## Ethics/Anti-corruption

TRAC works against corruption in all its forms, including extortion and bribery. See our Anti-Bribery and Corruption Policy for more on this.

Company Policy	Anti-Bribery & Corruption Policy	Employee Health Policy
Sustainable Procurement Policy	Code of Conduct	Modern Slavery Statement

For and on behalf of TRAC International and subsidiary companies:

Managing Director	K. Stephen	Signature	
Date	31 <sup>st</sup> January 2026		