

For Trackforce Recruitment Ltd's "Corporate Responsibility" is about living the values and principles that govern the way we operate as an organisation and behave as individuals. It is about ensuring we sustain safe operations, have a positive impact on our people, the communities we work in and the wider environment and build the trust and respect of our customers and other stakeholders.

This policy statement relates to the social and non-regulatory aspects of our corporate responsibility, i.e. conservation issues in the environment as opposed to environmental regulations governing noise, etc.

The standard expected requires the development of systems and procedures that create and deliver sustainable value in relation to the safety of operations, our impact on the environment, engagement in the community and enabling our people to excel. This should include:

- Identification and engagement with key stakeholders
- Our CR principles are embedded in management processes, in particular in relation to bid solutions, operational processes and the supply chain
- Recording and reporting on initiatives we have undertaken and their impact
- Recording and reporting on community investment
- Management review at board level
- Awareness training and communicating to staff so that they understand Trackforce Recruitment Ltd's approach to CR and the business commitments made
- Involvement of all staff in the CR process, providing them with the opportunity to contribute ideas as well as their time and skills.

We recognise the impact that we make on society, the economy and the planet, and we seek to make a positive difference in the places where we operate.

This Policy sets out a framework for the development and implementation of Corporate Responsibility activities throughout the company and supports our values as an organisation.

I have defined this Corporate Responsibility Policy to describe my approach in relation to how I look after my company's employees; to ensure we as a company are successfully integrated into the communities within which we work; that we take our environmental responsibilities seriously; and above anything else that we operate safely in all aspects of our work.

This policy relates to the social and non-regulatory aspects of Trackforce Recruitment Ltd's corporate responsibility model, i.e. conservation issues in the environment as opposed to environmental regulations governing for example noise.

My Safety & Environmental Policy Statements address the regulatory aspects in support of my company's Management Systems.



Ian Byatt  
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