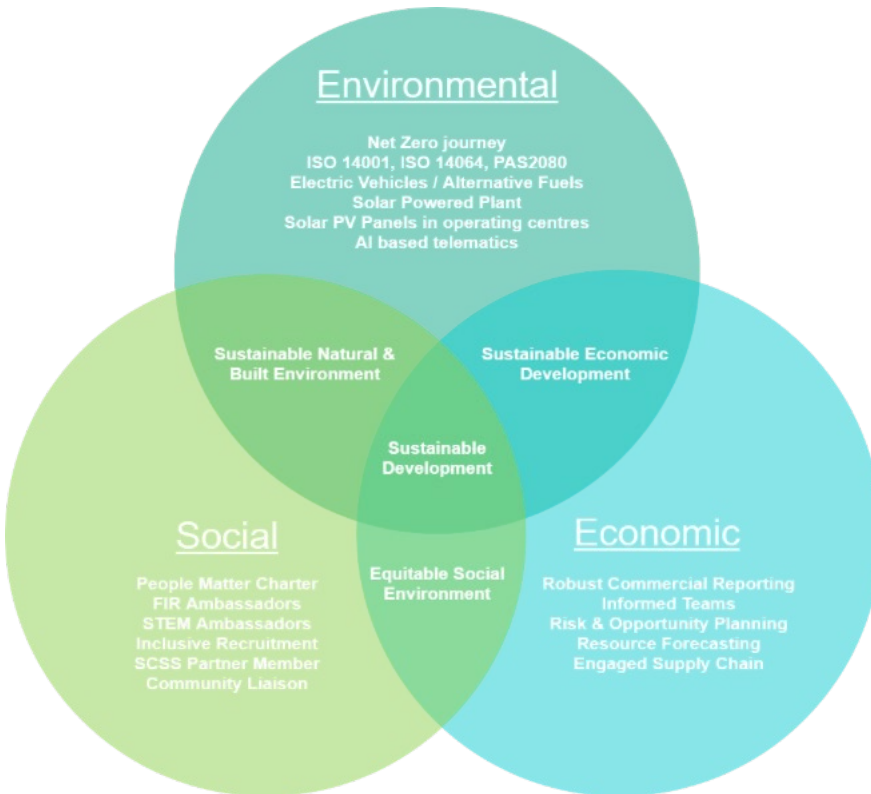


Sustainability Policy

Summary

H W Martin (Traffic Management) Ltd firmly believe that it is our collective responsibility to make better, more sustainable choices now, that meet the needs of our clients whilst trying to avoid compromising the world we leave behind for future generations.

Effective management and continual improvement of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business.



Our sustainability strategy will be instrumental in promoting our vision for an inclusive, sustainable and socially responsible sector.

We believe our planet's resources should be used conservatively and responsibly, this is why our focus is on working collaboratively with our delivery partners to find viable ways to manage without the major natural resources in the long-term and mitigate the consequences of their overuse. Our delivery partners are committed to proactively supporting us in achieving our sustainability goals, implementing best value initiatives that positively contribute to sustainability outcomes clients.

We aim to deliver social, environmental and economic benefits to the communities we work in, employ from and are affected by our activities.

Policy Aims

- ▶ Environmental
 - ▶ Making best use of resources and eliminate, reduce, re-use and recycle our waste.
 - ▶ Continually improve energy efficiency and reduce carbon emissions to achieve Net Zero by 2050.
 - ▶ Reducing our energy and water consumption and progressively using more renewable energy.
 - ▶ Transitioning our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, improving the efficiency of our fleet through the adoption of new technology.
 - ▶ Promote the use of sustainable modes of transport

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- ▶ Social
 - ▶ Treat our employees, people, and delivery partners fairly and with respect.
 - ▶ Value our workforce by recruiting, selecting and developing employees to ensure they are appropriately skilled and competent.
 - ▶ Partnering with the Supply Chain Sustainability School to enhance learning and understanding of sustainability.
 - ▶ Value and encourage work/life balance and support agile working practices wherever practicable.
 - ▶ Support health and wellbeing amongst our employees and within local communities.
 - ▶ Identifying and consulting with local community stakeholders close to our operations.
 - ▶ Engage with local schools, colleges, further education providers and employment organisations to support careers events and work placements

- ▶ Economic
 - ▶ Collaborating with delivery partners to develop innovative sustainable products, services and solutions for the Company and our clients.
 - ▶ Robust commercial reporting to ensure the Company operates sustainably with resource forecasting supported by sustainable procurement.
 - ▶ Utilising SME's and local supply chains where practicable.
 - ▶ Training our staff in sustainability operations and practices.
 - ▶ Actively engage and work to help ensure our people and delivery partners aren't at risk of labour abuse.
 - ▶ Strategy

Communication and Review

This policy applies to our workforce, delivery partners and suppliers working on our behalf and it should be read in conjunction with the Environmental Policy.

This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices and brought to the attention of other stakeholders and interested parties as required. This policy will be reviewed annually or after any significant change to our operations or legislation.



Director

27th August 2025

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