

Our people, partners, and clients are our most valuable assets. It is these relationships which enable Premier Traffic Management to exist, operate, and thrive. To foster positive relations, we are committing to making Premier Traffic Management a fun and exciting business where people feel valued, both internally and externally.

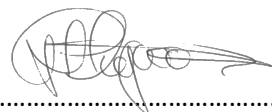
For our people, we are committed to making Premier Traffic Management the employer of choice. From the first day of employment, we captivate people by making our journey their journey and investing in their worth. To create an inclusive working environment where people feel valued, we are committed to:

- Implementing diverse recruitment strategies including the employment of apprentices and trainees, those not in employment, education or training (NEETs), and under-represented groups such as ex-forces personnel
- Embracing Fairness, Inclusion and Respect (FIR) to improve the Premier Traffic Management workplace culture and support better staff attraction, retention, wellbeing and happiness
- Supporting FIR through the integration of FIR Ambassadors within our workforce and regular communication and engagement
- Providing industry-leading employee investment through a tailored onboarding process which embeds a 'one team' ethos, continuous professional development through a range of training opportunities, and 24/7 support through the Premier Traffic Management Wellbeing Programme
- Recognising and rewarding the achievements of employees at all levels, including supply chain partners
- Motivating our people to succeed through staff empowerment, fair remuneration, and shared success

For our partners, we are committed to collaborative working so that we can overcome challenges and celebrate success together. Our clients, customers and delivery partners provide our people with the platform to demonstrate their talents and skills and it is imperative we integrate the client/contractor function to provide seamless site delivery and true collaborative team working.

Our people, partners, and customers are our future. By creating an environment where people are happy, motivated, and valued, we are committed to building a future where a diverse pool of individuals can create an inclusive team where varied skills are brought together to deliver shared success.

This Policy has been established by the Premier Traffic Management Board and is owned by Premier Traffic Management Director, Greig Heywood. This document will be reviewed annually in line with our HR policies and procedures and Collaborative Management System.



Greig Heywood, Director

Reviewed November 2020