

PREMIER TRAFFIC MANAGEMENT – ETHICAL VALUES POLICY



The reputation of Premier Traffic Management and our clients, customers and partners is vital to the sustainability of our organisation. Our ethics and values underpin the way we do business, giving our clients, employees, and affected stakeholders the confidence that Premier Traffic Management is a trusted partner with an ethical culture that strives to uphold the integrity of its people and customers.

We actively encourage our people to embed ethics and values within their own day-to-day decision making, asking themselves, 'is this the right thing to do?' and 'is this what Premier Traffic Management stands for?'. By communicating our ethical values and providing our workforce with a Framework for ethical decision making, we empower our people to act openly and honestly, building trusted relationships with our clients, customers and stakeholders.

Our Code of Conduct is observed by all Premier Traffic Management employees and ensures we meet requirements and standards such as:

- Protect the rights of our employees and treat everyone with respect and integrity
- Adhere to all relevant legislation such as the Modern Slavery Act, and new and emerging ethical standards such as GDPR, ensuring Premier Traffic Management and its clients and partners remain protected against legal issues
- Follow all relevant health and safety, environmental, and quality standards through accreditation and adherence to ISO45001, ISO14001, and ISO9001 respectively
- Present factual information at all times by maintaining true and accurate business records and championing open and transparent business practices such as open book accounting with our key customers
- Ensure fair and transparent supply chains which hold similar business ethics and standards as Premier Traffic Management
- Creation of an open culture where people feel empowered to speak up and challenge unethical behaviours
- Maintain and continuously improve the positive reputation of Premier Traffic Management, our clients, and the highways industry as a whole
- Support staff retention by providing confidence that Premier Traffic Management is an open and honest employer which champions ethical decision making
- Significant investment in Corporate Social Responsibility and Social Value, delivering benefits to the local communities in which we operate such as local employment, charitable donations, and social enterprise engagement

Our Ethics Committee led by Premier Traffic Management Director, David Moist, sets the criteria for assessing ethical performance, undertakes company ethics audits, investigates issues relating to business ethics, and assesses our external accountability against relevant legislation, commitments and our business ethics standards. Further, we undertake Ethics Surveys to assess our workforce's perception of ethics to provide a platform for improvement through workforce engagement.

A handwritten signature in black ink, appearing to read "DMoist".

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David Moist, Director

Reviewed November 2020

