

OUR VISION

Social responsibility is an integral part of the vision, strategy and governance of SYSTRA Limited. The overarching objective of our Corporate Social Responsibility (CSR) is to make a lasting positive contribution to our society, the environment and the economy. We are committed to conducting our business in accordance with all relevant legislative and stakeholder requirements so that we are socially and environmentally responsible.

OUR COMMITMENT

SYSTRA Limited, with operations in the UK and Ireland, has regard to ethics and sustainability considerations both in respect of our own operations and service delivery, and with reference to the advice and services we provide to our clients. As a transport and engineering consultancy we recognise that what we do has the potential to make a significant positive impact on society and the environment.

As defined by the ISO 26000:2010 Guidance on Social Responsibility standard “Sustainable development is about meeting the needs of society while living within the planet’s ecological limits and without jeopardising the ability of future generations to meet their needs”.

Therefore, the SYSTRA Limited Sustainability Policy outlines our principles with regard to sustainable development based around three key elements:

1. SOCIAL RESPONSIBILITY

SYSTRA Limited is committed to promoting respect, equality, and diversity. We are fully compliant with practices that ensure discrimination is eliminated, that the working environment is inclusive, and that everyone is treated equally and is given the same opportunities regardless of their race, age, gender, sexuality, disability, culture or any other difference.

We develop our people and ensure they are equipped with the competencies and skills they need to grow professionally. This is demonstrated through our on-going commitment to provide learning and development opportunities, mentoring, coaching and further and higher education programmes.

We aim to ensure that all our social value creating activities:

- contribute and support projects and initiatives which enhance our local communities and/or:
- raise awareness and support education and skills development to encourage diversity of entrants into Science, Technology, Engineering and Mathematics (STEM) and or:
- support fundraising charities of choice.

In support of our commitment to volunteering, we fund two paid days for all colleagues to volunteer either as individuals or in teams.

In addition to these volunteering days, we also provide paid time to our STEM Ambassadors to engage with local schools.

SYSTRA Group’s commitment to social responsibility is defined in our global General Policy detailing 12 commitments to Social Responsibility.

In addition to the SYSTRA Group CSR, in the UK and Ireland, these practices are supported by the following policies and practices:

- SYSTRA Limited Equality, Diversity & Inclusion policy.
- SYSTRA Limited Occupational Health and Safety Policy and Health & Safety Management System.

2. ENVIRONMENTAL RESPONSIBILITY

SYSTRA Limited is committed to best practice environmental management and to reducing its environmental footprint, proportionate to the size of its workforce.

Our Integrated Management System (IMS) is committed to implementing best practice environmental, quality, health and safety, and business management through maintaining our ISO 14001:2015, ISO 9001:2015, and ISO 45001:2018 certifications (UKAS accredited).

The following policies and documents support our environmental commitment:

- SYSTRA Limited Sustainability Policy.
- SYSTRA Limited Environmental Policy.
- SYSTRA Group Environmental Policy.

3. COMMERCIAL RESPONSIBILITY

We are committed to being a commercially responsible and ethical company. As well as ensuring our own financial stability and growth, we are committed to trade ethically, paying taxes and royalties, providing jobs and local sustainable procurement.

All colleagues are bound by a code of professional conduct set out in the Ethics and Compliance Programme. On joining the company all colleagues must complete the SYSTRA Code of Ethics and Anti-Corruption Code of Conduct training courses. We monitor completion rates for these.

We encourage and fund our colleagues to be members of professional institutions which also require adherence to professional standards and ethical behaviours as set out in their respective codes of conduct.

SYSTRA Limited works with other service suppliers in partnerships and sub-contracting arrangements and seeks to promote good practice in environmental and social policies through our procurement policies and selection of our approved suppliers.

Supporting documents and practices:

- SYSTRA Group Ethics and Compliance Programme.
- SYSTRA Limited Anti-Bribery Policy.
- SYSTRA Limited Modern Slavery Policy.



Nick Salt

CEO

SYSTRA LIMITED - UK & IRELAND

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