

## Challenges:

### Decision to become a signatory:

It is our aspiration to take a leading role in defining best sustainability practice in our sector and set our own appropriate and demanding standards where none exist. We recognise that if we are to drive sustainable awareness and provide sustainability training and development for our employees to encourage them to apply sound sustainability practices at work, at home and within the wider community, we need a structured framework to work within. Becoming a signatory provides this structure and demonstrates our commitment to our social responsibility, the strong desire we have to improve our overall environmental footprint and creating a lasting legacy for future generations.

### Biggest challenges in getting approval:

We have recognised that the business and world around us needs more. To do that, we have made a clear commitment to sustainability goals, carbon reduction and social value strategies. We understand the challenges of decarbonisation and added social value and our strategies summarise our approach in creating healthy workplaces & communities and improving the environment whilst safely delivering our works. The biggest challenge in obtaining approval to commit to the Charter was ensuring it aligned with these overriding strategies and objectives.

### Responsibility for managing the Charter:

Responsibility for managing the Charter rests with our Compliance Director, Lee Carmody along with his dedicated team focused on sustainability, corporate social responsibility and supply chain management. However we recognise that each employee will play their part in maintaining the Charter.

### Targets/policies related to implementing the Charter:

Trackwork are committed to developing our business whilst meeting the needs of the present without compromising the ability of future generations to meet their own needs. Our sustainability goals are to improve operational efficiency, revenues and profits whilst providing safe and healthy workplaces and to deliver our works free from injury or personal harm and with due regard for protecting the environments we work in. As we do this, we strive to make a positive impact on the world around us, and to give back where we can.

Our priorities remain – Progress towards low emissions solutions, Optimising Social Value, Progress towards government sustainability targets, reducing waste, enhancing biodiversity, educating our workforce, promoting fairness, inclusion and respect in the workplace.

Trackwork have a Sustainability Strategy (MS18) (covering Governance, Carbon Reduction, Social Impact and the Circular Economy) Corporate Social Responsibility (CSR) Policy (BP07) embedded in our management system supported by our suite of policies including Equality & Diversity Policy (BP09), Volunteering Policy (BP24) and Living Wage Policy (BP25).

## FACT BOX

### Company Name

**TRACKWORK LTD**

### No of employees

**335**

### HQ

**KIRK SANDALL  
INDUSTRIAL ESTATE**

**DONCASTER, DN3 1RA**

### Website

<https://www.trackwork.co.uk/shop/>

### Main contact

**LEE CARMODY**

### Services

**TRACKWORK HAS DEVELOPED TO BECOME ONE OF THE UK'S LEADING PROVIDERS OF MULTIDISCIPLINE ENGINEERING SERVICES TO THE RAIL NETWORK.**

### About

**TRACKWORK IS A MANUFACTURER OF PERMANENT WAY MATERIALS AND THIS COMBINED WITH OUR EXTENSIVE TRACK INSTALLATION AND RAIL SYSTEMS EXPERTISE, OUR EXPERIENCED WORKFORCE AND OUR FLEET OF ROAD RAIL VEHICLES ALLOWS US TO DELIVER CONTRACTS SAFELY, ON TIME AND COST EFFECTIVELY.**

Our targets and policies also include specific sustainability goals such as improving supply chain transparency, promoting ethical sourcing practices, providing meaningful employment opportunities, utilising local SMEs where appropriate, volunteering, targeting underrepresented groups during the recruitment process and enhancing worker welfare.

We feel these policies and targets support the People Matter Charter.

## Impact:

### **Initiative related to Ethical Business:**

Trackwork Ltd are committed to ensuring consistently high levels of service to our customers and we recognise the need to establish strong working relationships with our valued supply chain. Our aspiration is to engage with trusted supply chain partners with the skills, experience and capability to support our exceptional service delivery. Our supply chain relationships are built on collaboration and consistent standards and are characterised by efficiency, openness and co-operation. To this end the company implements a supplier code of conduct, ensuring that all suppliers adhere to ethical business practices such as fair labour standards and anti-corruption policies. Within this initiative we have set the expectation that our supply chain to demonstrates respect for workers in accordance with the ETI Base Code, including:

- Employment is freely chosen;
- Freedom of association and the right to collective bargaining are respected;
- Working conditions are safe and hygienic;
- Child labour shall not be used;
- Living wages are paid;
- Working hours are not excessive;
- No discrimination is practiced;
- Regular employment is provided;
- No harsh or inhumane treatment is allowed.

### **Supply Chain Engagement:**

Our expectations for our suppliers & subcontractors on our projects are to deliver compliant products or services on time, on budget whilst ensuring that operations are carried out in a safe, healthy and environmentally responsible manner – and in accordance with our supply chain code of conduct. We recognise that our supply chain partners needed open, fair working relationships to help us deliver our aspirations.

We will promote the Charter to our supply chain partners through communication such as supplier meetings and online platforms. We will also provide any information to contractors and suppliers on the risks from our activities, the controls we have in place and the sustainability initiatives we have in place. Throughout our relationship with the supply chain we facilitate liaison arrangements for co-operation and co-ordination with all those responsible for managing sustainability, ensuring that there is co-operation and co-ordination at all times between Trackwork and the supply chain.

### **Partnership with Signatory Supply Chain Partners:**

Working collaboratively with Signatory Supply Chain Partners allows sharing of ideas and experiences to be managed more effectively, meaning greater consistency in sustainability standards and culture. We would welcome collaborative with key supply chain partners who have become signatories to the charter. This is something we have already started to do.

We believe the benefits of a collaborative approach include motivated people who deliver more together and an open and 'joined up' approach to meeting challenges. Trackwork hope to benefit from this approach.

## Engagement in Charter Events:

We have made a clear commitment to supporting our people and social value strategies and we recognise that wider participation in Charter events can add invaluable benefit in continuing this journey. Trackwork commit to active participation in virtual and face-to-face charter engagement events such as supplier days and training workshops.

## School Resources:

Trackwork are committed to setting goals that are clear, attainable and meaningful, giving us clarity that our targets provide the motivation and focus to be successful. We believe the catalyst for this is educating and up-skilling our workforce. The business and individual employees regularly utilise e-learning modules and other resources provided by the sustainability school – it is our intention to actively promote the school's resources as part of our framework of education.

## PR/Communications:

We are proud to be associated with the school and the people matter charter – We commit to promoting our involvement with the charter both externally and internally.

## Value gained:

Our hope is that being a People Matter Charter signatory will bring about numerous benefits for Trackwork Ltd, including improved employee satisfaction and performance along with an enhanced reputation and competitiveness in the marketplace.

## Employee Engagement:

Being a signatory to the People Matter Charter demonstrates a commitment to prioritising the well-being and development of our employees. Our various workforce engagement plans will include the Charter model to help deliver positive measures and embed the Charter's values. The plans will identify key stakeholders (FIR Ambassadors, workforce groups, etc) so that early engagement can be made. We will keep the workforce informed of our initiatives and activities, and how we are working with them to promote the benefits of the Charter.

## Recruitment and Retention:

Trackwork recognise that we need the very best people to maintain our position within the industry and encouraging talent into our business is vital to the success of our sustainability and social value goals. Understanding the needs and priorities of the next generation of colleagues is important part of our recruitment strategy - Being a People Matter Charter signatory will, we hope, help us both recruit and retain the most talented individuals in the job market.

## Positive Reputation:

Being associated with the People Matter Charter will naturally enhance our reputation as an employer of choice.

## Alignment with Corporate Values and Culture:

Being a signatory to the People Matter Charter aligns with our commitment of fostering a positive workplace culture and upholding our core values.

## Top tips:

For companies considering becoming signatories like ourselves, we suggest you follow the same patten as we have -

**Assess:** Evaluate your current practices and culture to determine readiness for committing to the Charter. Consider factors such as leadership support, employee engagement levels, and existing people-related initiatives.

**Align with Strategic Objectives:** Ensure that becoming a signatory aligns with your broader strategic objectives and values.

**Seek Guidance and Collaboration:** Leverage the expertise and resources available through the Charter network. Collaborate with other signatories and industry partners to share insights, lessons learned, and best practices for effectively embedding the Charter within your business and supply chain, like Trackwork have done.