Petards Rail
intelligent train technology

Corporate Social Responsibility Report

2022

Mission, Vision and Values

Mission

To provide high-quality data and video technology and informed services to the rail industry in the UK and internationally.

Vision

Our vision is to be the leading company for intelligent train technology, providing our customers with advanced solutions and dynamic services which help them to improve rail safety, enhance passenger satisfaction, and save time and money.

Values

Safety

Safety is at the heart of everything we do. We take care of our employees, our customers, and the environment around us.

Partnership

We develop long-term and trusted relationships with our customers, suppliers, and industry leading organisations to ensure we deliver the highest calibre solutions on time, in budget and to specification.

Innovation

We develop creative and intelligent solutions to advance our business, our service, and our technology roadmap. From our processes to our products, we prioritise continuous improvement and innovation.

Responsive

We are responsive, even anticipatory, of our customers' needs and the market's evolving requirements.

Integrity

We act fairly, ethically, responsibly, and sustainably in all that we do.

Talent

We appreciate the skills, experience and attributes of our team and we will continually invest to harness, develop and nurture their talent.

Our Commitments

Our commitment
to our customers

We are invested in the success and the future of all our customers, and we pride ourselves on developing long and fruitful partnerships. Our experts will work closely with our customers to develop an intricate understanding of their business, as well as their requirements and timeframes, to ensure every customer receives a personalised service and intelligent technology which fulfills all their needs.

Our commitment to our customers:
- Continually capture and be receptive and reactive to feedback.
- To continually invest in developing our technology and our service.
- To maintain our industry certifications and exceed industry standards.

Our commitment
to our employees

It is the expertise, passion and talent of our workforce that make us industry leaders. It is therefore important to us that they feel valued. We want every employee to enjoy their work and to feel a sense of accomplishment at the end of each day.

Our commitment to our employees:
- We provide a safe, respectful, and inclusive work environment in which all employees can thrive.
- We are committed to nurturing and retaining staff, supporting them on their career journey with Petards Rail.
- We are open and responsive to the feedback, ideas and opinions of our employees.
- We will maintain our status as a Recognised Service Provider with the Living Wage Foundation.

Our Commitments

Our commitment to the environment

We are committed to protecting the environment and taking a sustainable approach to all that we do. This is evidenced by our ISO 9001 and ISO 14001 accreditations.

Our commitment to the environment:
- We source responsibly and take great care to manage our supply chain.
- We implement sustainable best practices in our business, from recycling to reducing energy and waste.
- We make old products new. We design and develop our solutions with longevity and sustainability in mind. Our thousands of products in rolling stock, can be upgraded and modified or recycled meaning our customers can have the latest in technology, without a redundancy in products, and ultimately reducing waste.
- To maintain and grow our quality accreditations.

Our commitment to the community

We are committed to supporting our local communities and adding value to the areas in which we operate.

Our commitment to the community:
- To create opportunities in our community through local recruitment.
- To bring tangible benefits to the communities in which we operate through CSR activities.
- We advocate for, and support, local STEM initiatives.

Corporate Social Responsibility

KPI Performance Summary 2022

ENVIRONMENTAL	Unit	2021	2022	% Change	
Total Green House Gas Emissions	KGCO2E	104,661	120,255	14.8%	▼
Energy Consumption - Electricity	KWHR	278,366	231,977	16.7%	▲
Energy Consumption – Gas	M³	24,985	37,157	48.7%	▼
Water Consumption	M³	10,494	11,059	5.4%	▼
Non Hazardous Materials Recycled	KG	7,030	7,623	8.4%	▲
Hazardous Materials used	KG	490	223	54.5%	▲
PEOPLE					
Employees	FTE	53	53	Nil	▶
Female Employees	FTE	17	20	17.6%	▲
Number of Lost time Incidents	Incidents	0	0	Nil	▲
ETHICS & GOVERNANCE					
Cases of Corruption	Incidents	0	0	Nil	▲
Cases of Anti-Competitive Behaviour	Incidents	0	0	Nil	▲
Cases of Data Protection Breach	Incidents	0	0	Nil	▲
Significant Environmental Incidents	Incidents	0	0	Nil	▲

Our Successes in 2022

ISO:9001	ISO 9001:2015	**Cyber Essential Plus accredited**	CYBER ESSENTIALS CERTIFIED PLUS
ISO:14001	ISO 14001:2015	**Mental health first aid at work**	I'M A MENTAL HEALTH FIRST AIDER
Eco Vadis Silver	SILVER 2022 ecovadis Sustainability Rating	**Employee Assistance Programme established**	PAM Assist
Living Wage Foundation Accredited Employer	Living Wage Foundation	**Supervisors Qualified to ILM Level 3**	ilm LEVEL 3 Certificate in Leadership & Management
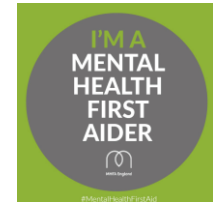
Sustainability Strategy

Petards focus is on creating sustainable value for our shareholders, customers, employees, suppliers, partners, stakeholders and local communities.

We regularly review, asses and address the most significant environmental, social and governance impacts of our business activities and the issues that affect our ability to create sustainable value.

Focus

Review

Assess Impact

Assess Risk

Petards conducted an assessment in 2022 to identify our most significant economic, environmental and social impacts.

We determine our most significant aspects through risk assessments, PESTLE, SWOT analysis and interested parties review.

Stakeholder Impact Assessment

	Customers	Employees	Suppliers	Community	Regulators	Shareholders
Engagement	• Customer relationships • Contracts • Website • Marketing materials • Customer surveys	• Town Halls • Surveys • 1-2-1 meetings • Performance reviews • Training & development • Internal communications	• Request for quotations • Purchase agreements • Supplier code of conduct • EHS policies • Audits and assessments • Email, phone calls, meetings	• Community programmes • Community open days • Local press • Local groups	• Licences and permits • Legal registers • Visits and audits	• Meetings • Reporting • Emails • Phone calls
Concerns & expectations	• On time delivery • Product reliability • Quick responses • Regulatory compliance • Corporate responsibility	• Open communications • Personal development & career growth • Competitive pay and benefits • Job security • Safe and ethical environment	• Respectful partnerships • Clear communication • Clarity of specifications • On time payment • Ethical conduct	• Corporate and social responsibility • Management of EHS risks and impacts • Support community groups • Or charities	• Compliance with requirements • Environmental responsibility • Job creation • Financial integrity • Ethical conduct	• Good governance • Sustainable growth • Reasonable returns • Good reputation
How we deliver expectations	• Investment & Innovation • Integrated Management Systems • Competitive pricing • Customer service • KPI • Certified management systems • Regulatory compliance	• Promoting mutual trust • Promoting diversity • Investing in people development • Regulatory compliance • Performance management	• Meeting contractual obligations • Purchase orders • Responsible business practices • Building trust • Performance management	• Community engagement • EHS compliance • Support charitable causes • Local employer • Use local suppliers	• Policies to ensure compliance • Staying updated on regulatory updates • Internal and compliance audits • Legal registers • On time reporting	• Robust risk management • Strategies to create value and growth • Sustainable reporting • ESG ratings

We are committed to advancing the UN Sustainable Development Goals (SDG) and have aligned our sustainability strategy to the most relevant SDG targets and indicators.

| TOPIC	SDG GOALS AND TARGETS SUPPORTED	OUR STRATEGY
Climate Change (Energy and GHG Emissions)	7.2 By 2030, increase substantially the share of renewable energy in the energy mix 9.4 By 2030 upgrade infrastructure and retrofit industries to make them sustainable, with increased resource - use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action within their respective capabilities. 12.5 By 2030 substantially reduce waste generation through prevention, reduction, recycling and reuse.	Assess, monitor and manage climate related risks and opportunities. Reduce GhG emissions and explore renewable energy opportunities. Spread employee awareness to minimise waste and conserve resources.
Water	6.4 By 2030, substantially increase water - use efficiency across all sectors and ensure sustainable withdrawals and supply of fresh water to address water scarcity and substantially reduce the number of people suffering from water scarcity.	Adopt water efficiency practices and programs through facility management.
Waste	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes through their lifecycles, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and environment. 12.5 By 2030 substantially reduce waste generation through prevention, reduction, recycling and reuse 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Maximise resource efficiency and reduce waste, reuse and recycle where possible. Ensure the safe disposal of waste, spread employee awareness to minimise waste and conserve resources.
Talent Management **Equality** **Health and Safety** **Human Rights**	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life. 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value. 8.7 Take immediate and effective measures to eradicate forced labour, and modern slavery and human trafficking, and secure the prohibition and elimination of the worst kind of child labour, including recruitment and child soldiers, and by 2025 end child labour in all forms.	Promote inclusive policies and practices. Invest in employee development, and promote a safety culture. Ensure adherence with international Human Rights agreements. Comply with national laws concerning the protection of rights of employees.
Local Communities	16b. Promote and enforce non-discrimination laws and polices for sustainable development.	Engage with the local communities to promote sustainable opportunities through CSR Committee
Procurement	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities. 17.14 Enhance policy coherence for sustainable development.	Promote a sustainable procurement supply base through code of conduct and surveys.
Anti Corruption **Anti Regulatory** **Personal Data Protection** **Regulatory Compliance**	16.3 Promote the rule of law at national and international levels and ensure equal access to justice for all. 16.5 Substantially reduce corruption and bribery in all their forms. 16.6 Develop effective, accountable and transparent institutions at all levels.	Ensure adherence to code of conduct for employees and suppliers to drive ethical practices, comply with applicable regulations and international standard including environmental and H&S.

Environmental Annual Comparison

- Petards is ISO 14001:2015 certified and works within the framework of an integrated management system to manage risk, set targets, track performance and continuously improve.

- Petards' environmental issues include energy, green house gas emissions water management, waste reduction and regulatory compliance. Recognising the increase in consumption post-COVID, our strategy is to reduce significant environmental impact across processes through investment in 2023 in energy efficient facilities, and in our supply chains.

- In 2022 Petards achieved a Silver rating in the EcoVadis sustainability assessment and aim to achieve Gold status in 2023.

	Unit	2021	2022	% Change
Total Green House Gas Emissions	KGCO2E	104,661	120,255	+14.8%
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Energy Consumption – Gas	M^3	24,985	37,157	+48.7%
Water Consumption	M^3	10,494	11,059	+5.4%

Environmental Strategies

	Area	How it affect Petards	Strategies for 2023
	Water Usage	Petards considers water a precious resource that must be managed responsibly. Water use is primary for sanitation and hygiene purposes.	Petards is exploring water saving technologies that could reduce the use of water without impacting the hygiene of the facility.
	Energy Efficiencies	Most of Petards energy consumption is from electricity usage in our facility. In addition our operations also uses fuel, mainly natural gas.	Petards is focussed on a dual strategy to reduce our energy: • Utilising energy efficient equipment and technology • Investigating feasibility of renewable energy sources We will replace our gas boiler with a modern energy efficient one We will replace our florescent lighting with energy efficient LED lights We will replace our environmental chamber with a modern energy efficient one

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Environmental Management

NON HAZARDOUS MATERIAL (KG)
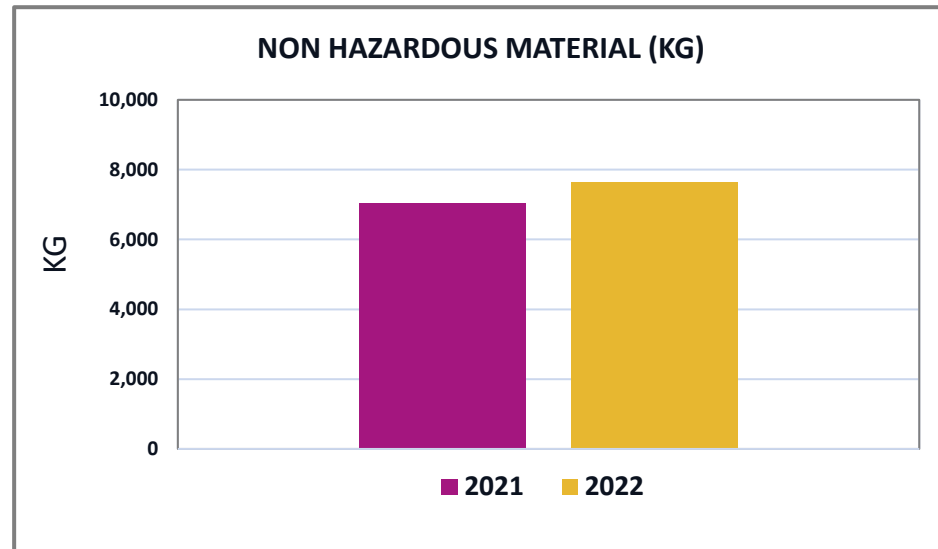
As part of our environmental management system, we have measures to segregate, store, and dispose of waste safely.

Non-hazardous waste is disposed off either through landfill or recycle programs.

In 2021 non hazardous waste was 7,030 Kg; in 2022 this was 7,623kg.

Petards' main non hazardous waste streams are:
- Refuse (General Waste) goes to landfill
- WEEE (small electronics and batteries) recycled back into use
- Packaging (Paper and Cardboard) recycled back into use

Environmental Management

HAZARDOUS MATERIAL (KG)
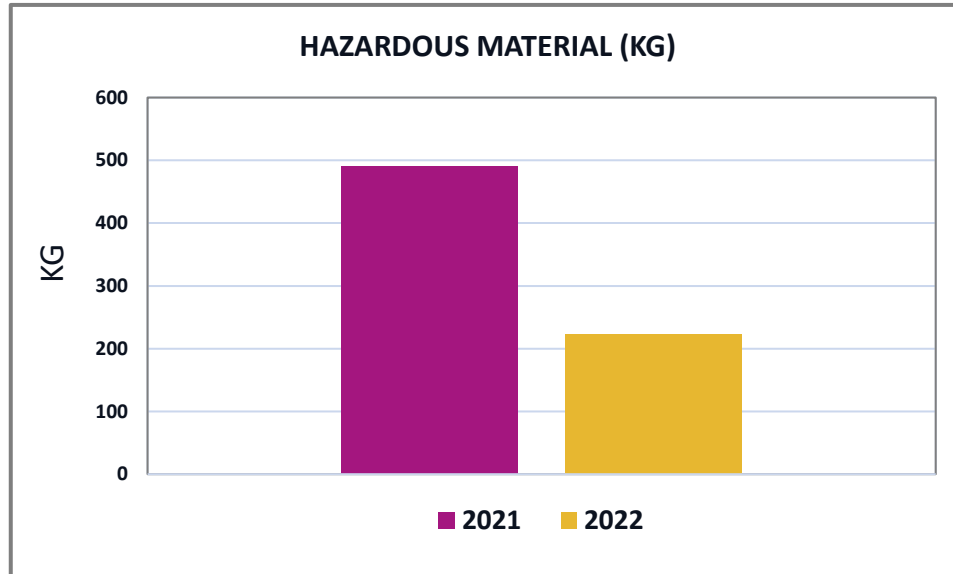
In 2021 hazardous waste was 490kg, in 2022 this was 223kg.

We dispose of hazardous waste in strict compliance with local regulations. Our hazardous waste streams are:
- Solvents
- Glues

We have a target to ensure all personnel responsible for chemical waste and spill management conduct an annual spill response training course.
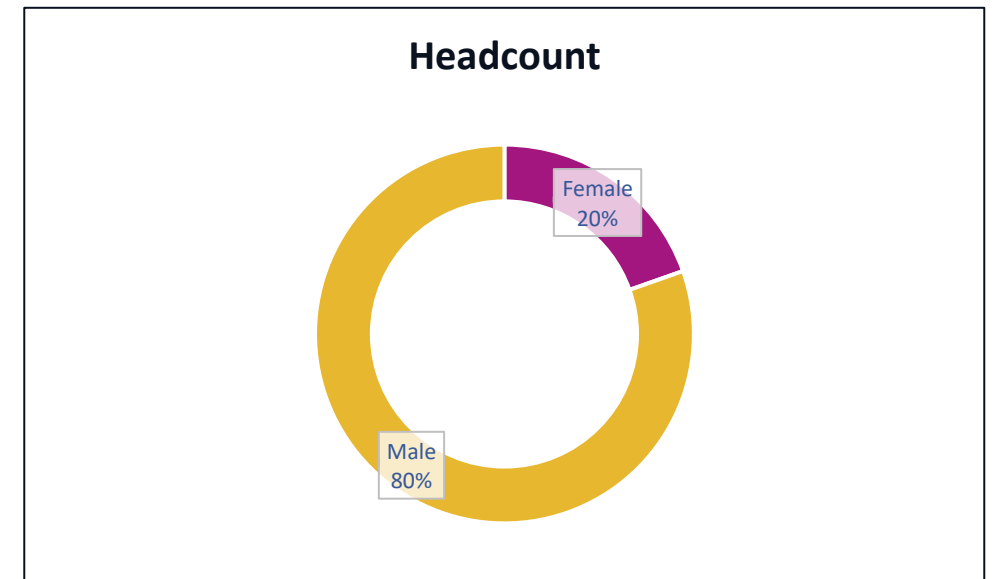
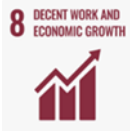# Talent Management, Health & Safety, Human Rights
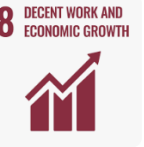
Our human resources policies focus on creating an inclusive, empowering, and enabling workplace where employees can thrive. We promote diversity, equality, and mutual trust and respect at the workplace, while the safety, health, and mental wellbeing of our people remain our top priorities. We provide ongoing learning opportunities to our employees for personal and professional development.

Diversity
Petards is an equal opportunity employer. We work with individuals and business partners from various backgrounds and cultures, offering diverse skills, and we strive to create an inclusive work environment regardless of age, religion, race, mental or physical disability, gender identity, marital status, or sexual orientation. Our HR policies are designed to foster an inclusive culture while advocating for fair and progressive workplace practices. As of the end of 2022, women represented 20% of our employees and held 17% of our managerial positions.

Headcount

Female 20%

Male 80%

Talent Management, Health & Safety, Human Rights Strategies

	Area	How it affect Petards	Strategies for 2023
	Employee Engagement	Highly involved and motivated team members play a crucial role in driving innovation, productivity and performance. Petards engage out employees in various ways to build mutual trust and teamwork.	We will build on the output from 2022 Employee survey We will increase the frequency of staff Town Hall meetings
	Talent development	Our people are at the heart of our business success. We aim to attract and retain the best talent to maintain our high performance, and our goal is to be an employer of choice.	We will implement an apprenticeship scheme

We will continue to identify training and development needs to match people's aspirations with the needs of the business |
| | **Health & Safety** | Occupational Health and Safety Our people's safety, health and wellbeing are our foremost priorities, and we strive to maintain a zero-accident workplace. | We will review our H&S metrics in line with current good practice and implement changes where appropriate

Petards work within the framework of a H&S Management system and have committed to achieving ISO 45001: 2018 certification in 2023. |

Talent Management, Health & Safety, Human Rights
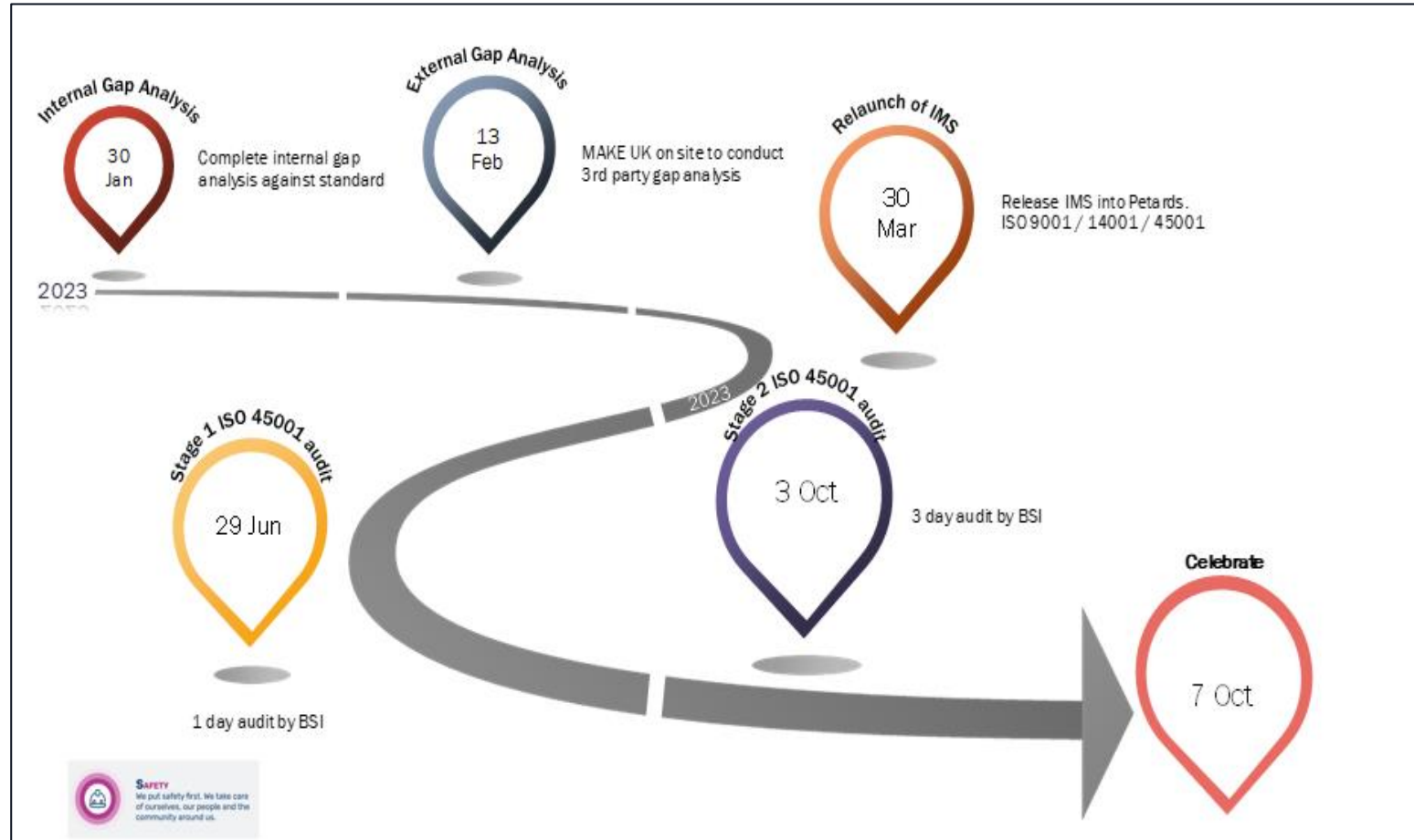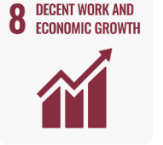
ISO:45001
Petards works within the framework of a H&S management system and have committed to achieving ISO 45001: 2018 certification with a target date of 7th October 2023.

Local Community Strategies

	Area	How it affect Petards	Strategies for 2023
	Local community support	Petards is committed to supporting our local communities and adding value to the areas in which we operate.	We will initiate an apprenticeship scheme to provide high quality jobs to young people within the area. We will introduce a Corporate Social Responsibility forum run by staff to support local charities and organisations in the local area

Procurement Strategies

	Area	How it affect Petards	Strategies for 2023
	Anti Competitive behaviour	Petards supports free and fair competition among businesses. Our policies require employees to comply with all anti-trust and competition laws.	We will introduce a Supplier Code of Conduct setting out the minimum standards expected for Governance & Ethics, Labour & Human Rights, Workplace HSE and Environment We will continue to monitor the Supply Chain KPIs to identify areas of concern We will continue to undertake Supplier audits

GOVERNANCE AND ETHICS

- Compliance with Laws
- Business Integrity
- Financial Responsibility
- Accurate Records
- Conflict of Interest
- Intellectual Property
- Privacy
- Confidential and Proprietary Information
- Responsible Sourcing of Minerals
- Risk Assessment and Risk Management

LABOR AND HUMAN RIGHTS

- Modern Slavery
- Child Labor
- Diversity and Inclusion
- Fair Working Hours, Wages and Benefits

WORKPLACE HEALTH, SAFETY, AND QUALITY

- Quality Requirements
- Product Safety
- Health, Safety, Environmental, and Quality Regulations
- Process Safety

ENVIRONMENT

- Environmental Permits and Reporting
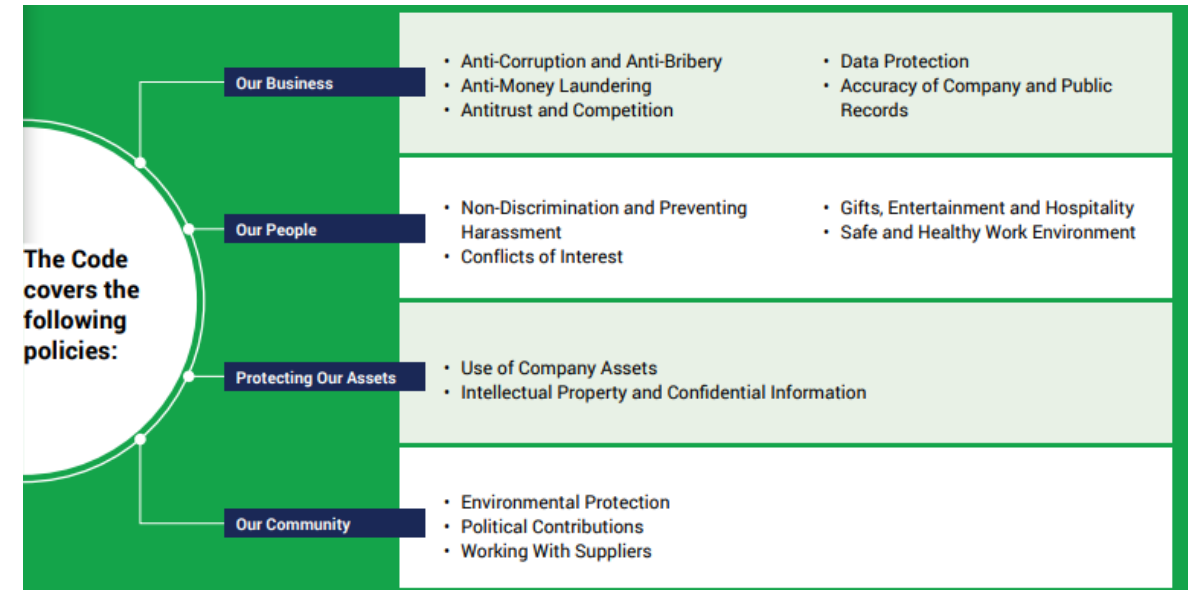- Waste and Emissions

Governance

Petards Employee Handbook and Code of Conduct.

Petards' business principles and ethical guidelines are embedded in our Integrated Business Management System.

This is further underpinned by the employee handbook and our code of conduct which will be revised and released Qtr 1 2023, detailing the expected ethical conduct by all employees.

It is communicated to our employees and requires strict adherence. We also extend our ethics and governance principles to our supplier through a supplier Code of Conduct.

The Code covers the following policies:

Our Business
- Anti-Corruption and Anti-Bribery
- Anti-Money Laundering
- Antitrust and Competition
- Data Protection
- Accuracy of Company and Public Records

Our People
- Non-Discrimination and Preventing Harassment
- Conflicts of Interest
- Gifts, Entertainment and Hospitality
- Safe and Healthy Work Environment

Protecting Our Assets
- Use of Company Assets
- Intellectual Property and Confidential Information

Our Community
- Environmental Protection
- Political Contributions
- Working With Suppliers

Governance

Anti Corruption

Petards maintains a zero policy against corruption, bribery and fraud. Our internal policies requires full compliance with all anti-bribery and corruption laws in all markets Petards operates in. During the period of 2022 there were no incidents of corruption reported.

Anti Competitive Behaviour

Petards supports free and fair competition among businesses. Our policies require employees to comply with all anti-trust and competition laws. During the period of 2022 no legal action against Petards was taken for anti-competitive or anti-trust behaviour.

Governance Strategies

	Area	How it affect Petards	Strategies for 2023
	Anti Corruption	Petards maintains a zero policy against corruption, bribery and fraud. Our internal policies requires full compliance with all anti-bribery and corruption laws in all markets Petards operates in.	Employees will sign annually to confirm they understand the company's anti bribery policy. We will introduce a new Employee Handbook in 2023 to reflect changes in legislation and technologies.
	Information Security	As a List X site, Petards is committed to deploying the required levels of physical and cyber security to maintain accreditation. We hold Cyber Essential Plus. Petards is committed to protecting the personal data of our employees, customers and others who may share personal data.	Petards is committed to implementing information security measures in line with the ISO 27001 information security management system. We will extend our system penetration testing with 3rd parties.

Petards Rail
intelligent train technology

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