

# 2022



Corporate Social Responsibility

# At a glance

## THE BIGGER PICTURE

UN Global Compact



Sustainable Development Goals



## DECARBONISATION

SCOPE 1 & 2 emissions reduced by **26%**

saving 41 tonnes of carbon (annual emissions of approximately 8-9 passenger vehicles)

**x50**

50 new solar panels have been installed at our radar manufacturing facility

ANPR and Radar manufacturing have **0** direct emissions

**5 EV Charging Points**

22% of vehicle fleet is electric

## WASTE & WATER

**100%** of group waste is now diverted from landfill

Group annual waste reduced by  $\frac{1}{4}$

## SKILL DEVELOPMENT & KNOWLEDGE SHARING

2 work experience students

15-year-old **ARTSM** guidance on portable signal use updated by MD

4 employees on professional development courses supported by TTG.

## COMMUNITY RESPONSIBILITY

**40%** increase in charitable donations

24/7 staff access to **Employee Assistance Programme**

Living Wage Accredited Employer

**ANPR** technology used in Bristol's new LEZ (low emission zone)

Over £3500 donated to charitable causes **£3500**

## SUSTAINABLE VALUE CHAINS

**95%** of all suppliers are from the UK

**100%** of products designed and made in the UK

1 school nominated for Greener Highways **'First Shoots'**

## CIRCULAR ECONOMY

**31%** of products have end of life care advice

New **ACM** signal designed to circulate previous model's materials

## GOOD BUSINESS PRACTICES

14 patents, 9 more pending

**£1.8 million** spent on R&D in 22/23

Flexible Working offered Policies on:

- Gender Expression & Identity
- Diversity & Inclusion

Discretionary Profit Share split with **100%** of employees

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# Contents

## About The Traffic Group

Our sole purpose as a family business is to offer safer, greener, more efficient highways products and operations.

A dedicated team of 130 employees helps drive a culture of continuous improvement across all aspects of our business and ensures that treatment of all our stake-holders, including the environment, is fair and ethical.

Previously, our contributions across the three areas of sustainability (the environment, the economy and human society) have only been demonstrated in our product design and our everyday business activities.

We have now reached a size that means we have the available resources to start effectively reporting our Corporate Social Responsibility (CSR) activities. This will allow us to benchmark our Group's efforts against previous years and hold ourselves accountable to commitments and continuous progress towards holistic sustainable development.

## Contents

Introduction	4
A Word from Our Group MDs	4
Sustainable Development Goals (SDGs)	5
SDGs and Our Chosen Aims:	6-7
Decarbonisation	8-9
Waste & Water	10-11
Community Responsibility	12-13
Skill Development & Knowledge Sharing	14-15
Sustainable Value Chains	16-17
Indicators	18
Circular Economy	19
Contact Us	20

## Icon Key

	Manufacturing Depot
	Scope 1 & 2 Emissions in tCO <sub>2</sub> e
	Renewable energy generation in kWh
	CO <sub>2</sub> e per Square Foot in kgCO <sub>2</sub> e
	No. of EV Chargers
	Non-manufacturing Depot

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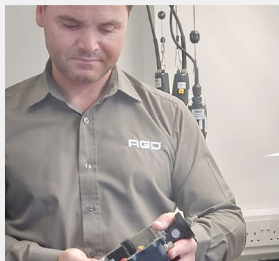
# Introduction

## A word from our Group MDs

Our investment and activity across the Group is showing real improvements and our latest report for 2022 shows some significant gains.



Whilst a significant amount of resource is being invested on some of the bigger initiatives, it is often the smaller items which can yield surprisingly big improvements. At one of our recent Company Communications days we discussed ‘sweating the small stuff’. This is everyday things that all of us can do just turning the lights off/down, turning the heating down, washing hands in cold water or just taking one less paper towel each time you wash your hands. As an example, a single recycled paper towel is 20g CO<sub>2e</sub>,



so taking one less three times a day on average can save 10Kg per person per year. Continuing this theme, we are rolling out a pilot of switching to bamboo based toilet paper. If successful this should give us gains over our existing recycled paper product.

Lastly, there now appears to be sustainability discussion emerging in the business which I am lead to believe is quite normal after the relatively easy gains have been made. That is, the conflict between sustainability as a general item and the CO<sub>2e</sub> emissions made to make the gains. In the next period we are going to have to look for a more sophisticated framework to help make the best choices possible.

Hopefully, you are as pleased as we all are in the progress made and I would like to thank all those who have really rolled up their sleeves to make great progress.

**Peter Hutchinson**  
MANAGING DIRECTOR, THE TRAFFIC GROUP

As MD of a Traffic Group company it may sound shocking to say how little our formal CSR and Sustainability activities have affected us. The reason being that the ethical heart of the Traffic Group companies had embraced the essential traits of Sustainability many years before it became a business buzz.

The first issue of our annual Sustainability Report was testament to the fact that Traffic Group has lived a philosophy of “doing the right thing” well before it was documented and evidenced. In the same way that Quality cannot be inspected in as an afterthought, any business paying lip-service to Sustainability soon shows its true not-so-green colours. The fact the Traffic Group companies had already put an array of measures to meet Sustainable Development Goals in place, often without consciously realising it, underlines the culture that lives within.

We are a set of businesses that manufacture and consume materials but, in doing so, we have always understood that the products we produce must have longevity in the market, be upgraded to match changing needs and supported throughout a long and useful life. That demands careful design, forethought and vision. We believe that our products have a positive impact on society and that the way in which we work with our partners also gives them the opportunity to add real further value. Nothing we produce can be classed as quick-tech, disposable or gadgetry - we actually provide the products that make journeys and communities demonstrably safer, greener and more efficient and we are proud of that.

These foundations have underpinned the formulation of more formalised programmes of ongoing work that this second annual report highlights. Perhaps, what it shows best, is that we have a commitment at the heart of what we do to make our businesses successful not at any cost but with true care and attention to our global impact.

**Steve Walker**  
MANAGING DIRECTOR, MAV SYSTEMS



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# Sustainable Development Goals

The **UN Global Compact** has outlined detailed indicators in the form of Sustainable Development Goals (SDGs) to help structure responsible business efforts.

Although we inherently contribute to a wide range of SDGs, we have chosen to consciously focus our efforts on eight. These are evenly spread across Biosphere, Society and Economy Goals to ensure diversity within our CSR strategy. The table below explains in more detail the logic behind our choices.

GOAL	CATEGORY	DEFINITION
2 ZERO HUNGER End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	Society	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.
3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages.	Society	Ensure healthy lives and promote well-being for all at all ages.
4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Society	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	Economy	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns.	Economy	Ensure sustainable consumption and production patterns.

GOAL	CATEGORY	DEFINITION
13 CLIMATE ACTION Take urgent action to combat climate change and its impacts.	Biosphere	Take urgent action to combat climate change and its impacts.
15 LIFE ON LAND Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.	Biosphere	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.
17 PARTNERSHIPS FOR THE GOALS Strengthen the means of implementation and revitalise the global partnership for sustainable development	Independent	Strengthen the means of implementation and revitalise the global partnership for sustainable development

\* For Choice Rational please refer to Report 2021

We will ensure we are transparent with our progress through annual updates on contributions towards each of these goals.

See more about the indicators we are using on page 18.

# SDGs and Our Chosen Aims

As CSR is such a broad field, we have developed 5 encompassing Aims to categorise our activities. SDGs have also been chosen as focus areas within these categories to ensure we make a meaningful and varied contribution. We have added example CSR activities to the below matrix to help visualise our efforts:

	WASTE & WATER	SUSTAINABLE VALUE CHAINS	DECARBONISATION	COMMUNITY RESPONSIBILITY	SKILL DEVELOPMENT & KNOWLEDGE SHARING
<p>2 ZERO HUNGER</p>				Food bank donations.	
<p>3 GOOD HEALTH AND WELL-BEING</p>		<p>Conflict minerals statement.</p> <p>Modern Day Slavery Policy throughout TTG.</p> <p>Policies on Modern Day Slavery and Human Trafficking, Conflict Minerals, Anti-bribery, Equal Opportunities aligned at Group Level.</p>		<p>£1529 Investment by MAV Systems on defibrillator in external cabinet for community use.</p> <p>Flexible working.</p> <p>£2000 donation split between two local hospices.</p> <p>Ukraine fundraising and donation packing.</p> <p>Living Wage Accredited Employer.</p> <p>EAP System Partnership to support employee mental health.</p> <p>Prostate Cancer UK donation.</p> <p>Ukraine Baby Lifeline Appeal donation.</p> <p>Birmingham Hospice Charity Partnership donation.</p>	
<p>4 QUALITY EDUCATION</p>				<p>Demo and specially made equipment donations to educational organisations..</p> <p>Old Solar panels gifted to local school.</p> <p>IT equipment donations ITS Africa.</p> <p>IT equipment donations Wiltshire Digital Drive.</p> <p>First Shoots starter pack donated to local school.</p>	<p>2 employees studying UG Business Management degree alongside their full-time roles.</p> <p>2 Engineering apprenticeships offered.</p> <p>University Placement offered.</p> <p>Contact with local schools for recruitment.</p> <p>Accounting Qualification Support Management Qualification.</p> <p>2 work experience placements.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>			<p>Continuously improve product energy efficiency in design.</p> <p>ANPR Technology used in Bristol Low Emission Zone.</p>	<p>Sponsoring of Cheltenham Design Festival.</p> <p>Participation in Government-supported regulation reviews.</p> <p>Heavy R&amp;D Investment (£2mil in 2021).</p>	<p>STEM Ambassador in Senior Management Team.</p> <p>Greener Highways Membership.</p> <p>ARTSM Membership.</p> <p>Key contribution in updating guidance on the use of portable signals.</p>

# SDGs and Our Chosen Aims

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	WASTE & WATER	SUSTAINABLE VALUE CHAINS	DECARBONISATION	COMMUNITY RESPONSIBILITY	SKILL DEVELOPMENT & KNOWLEDGE SHARING
	<p>'Gravity fit' aluminium castings. Packaging is 95% cardboard. Gloucestershire recycling centre for surplus gaskets. Paperless Production at Holco. ACM product offering of remanufacturing old signals. TGS Flexible Plastic &amp; Polystyrene recycling. Zero-Waste to Landfill.</p>	<p>Encouraging reduction in supplier packaging. Reusable transportation packaging developed for controller supplier. Plastic signal head supplier uses old signal heads to manufacture new ACM signal head.</p>	<p>Solar Panels on Manufacturing Unit. Green Energy Supplier. Company fleet is 1/4 Hybrid vehicles. Green Gas Supplier. Purchase of new Electric company vehicles.</p>		
		<p>Preference of locally-based suppliers reduces transport emissions.</p>			
			<p>LED lighting upgrades. Electric Vehicle charging points added to sites.</p>	<p>Over £2000 donated to local charitable activities and youth sport initiatives. Changing 'master' and 'slave' terminology. Christmas charitable donations.</p>	

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# Decarbonisation

We will be using the Green House Gas Protocol’s methodology for GHG accounting to communicate our decarbonisation efforts. Emission figures will use the unit CO<sub>2</sub>e to encompass equivalent GHGs, and calculated using the UK Government Conversion Factors<sup>1</sup>.

## Scope 1

1

		2022
Company Facility Emissions		41.34 tCO <sub>2</sub> e ▼ 20%
Company Vehicles		70.84 tCO <sub>2</sub> e ▼ 13%

## Scope 2

2

		2022
Emissions from Energy Consumption		2.52 tCO <sub>2</sub> e ▼ 89%

“ Our total 2022 GHG emissions are equivalent to driving a single diesel car to the moon and back<sup>2</sup> ”

## Additional Reporting Figures



		2022
Green Gas (consumed)		3062 m <sup>3</sup> ▲ 67%

Gas supplier changed in September.

		2022
High-Level Radioactive Waste in Energy Procurement		33 g ▼ 83%

TGS Hollco is now using a 100% renewables electricity supplier, which has reduced the radioactive waste considerably.

## Renewable Energy Generation



		2022
Solar PV Generation		36 kWh ▲ 36%

50 new solar panels have been installed on our radar manufacturing facility, which is now carbon-positive!

Since 2012, we have generated 246,276 kWh of renewable energy on-site.

<sup>1</sup> Source: [www.gov.uk/publications](http://www.gov.uk/publications)

<sup>2</sup> When the moon is at its closest, our emissions equate to x1.91 the distance.

Sources: [www.nasa.gov](http://www.nasa.gov); [www.crownoil.co.uk](http://www.crownoil.co.uk)

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# Decarbonisation

## Emissions Breakdown by Depot

AGD		2022	
Emissions		0 tCO <sub>2</sub> e	▼ 100%
Solar PV Generation		36 kWh	▲ 72%
CO <sub>2</sub> per square foot		0 kgCO <sub>2</sub> e	▼ 100%
EV Charging Points		2	■ 0%

MAV		2022	
Emissions		0 tCO <sub>2</sub> e	■ 0%
CO <sub>2</sub> per square foot		0 kgCO <sub>2</sub> e	■ 0%
EV Charging Points		1	■ 0%

TGS - Pike Works		2022	
Emissions		37.79 tCO <sub>2</sub> e	▼ 7%
CO <sub>2</sub> per square foot		2.15 kgCO <sub>2</sub> e	▼ 7%
EV Charging Points		2	▲ 200%

TGS - Hollco		2022	
Emissions		5.35 tCO <sub>2</sub> e	▲ 56%
CO <sub>2</sub> per square foot		1.04 kgCO <sub>2</sub> e	▲ 76%
EV Charging Points		0	■ 0%

Company Vehicles		2022	
Emissions		70.84 tCO <sub>2</sub> e	▼ 13%
CO <sub>2</sub> per Vehicle		3.37 tCO <sub>2</sub> e	▼ 13%
Fleet Electrification <sup>3</sup>		22%	▼

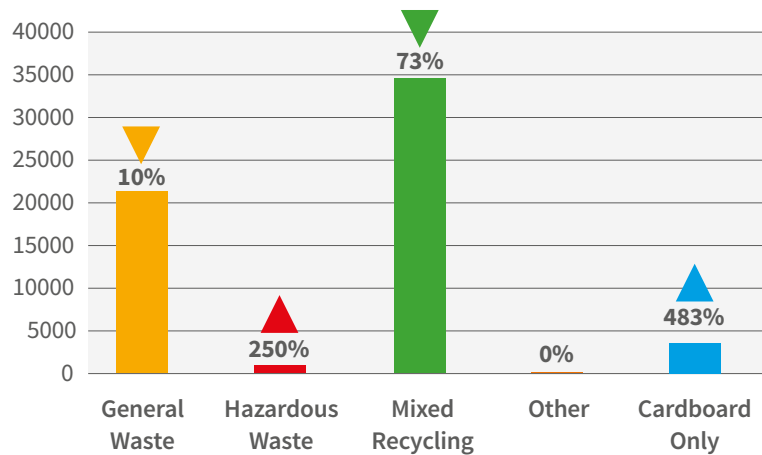
TGS Other Sites		2022	
Emissions		0.67 tCO <sub>2</sub> e	▼ 46%
CO <sub>2</sub> per square foot		0.11 kgCO <sub>2</sub> e	▼ 83%

<sup>3</sup> Hybrid vehicles are counted as ½ electric.

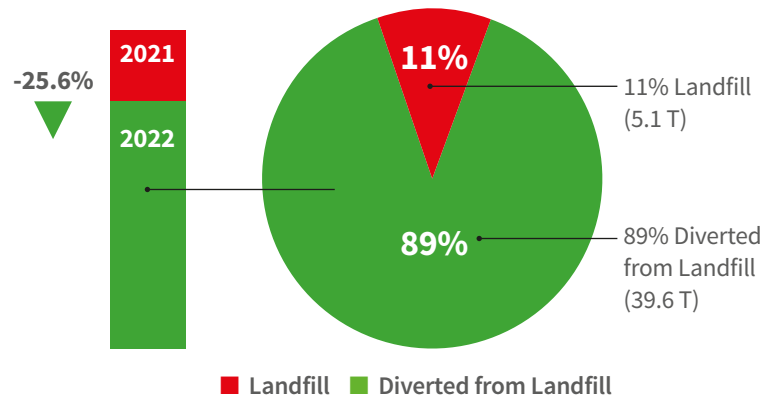
# Waste & Water

## Current Waste Streams

TTG 2022 Annual Average Waste by Type (KG)



TTG Annual Average Waste to Landfill (KG)



## Progress in 2022

Reducing waste was a clear top priority when we asked our team for feedback on our CSR efforts. As a result, significant effort has been put in to reducing waste, saving well in excess of a tonne of waste per month on average.

- MAV introduced plastic recycling to their remote location, previously thought unattainable, becoming zero-waste-to-landfill.
- AGD introduced polystyrene recycling, becoming zero-waste-to-landfill.
- TGS introduced mixed recycling at Pike Works and flexible plastic recycling across manufacturing sites, becoming zero-waste-to-landfill.

## We are now Zero-Waste-to-Landfill

At the beginning of the period, we minimised waste to landfill to only 5.1 tonnes. Since then, our initiatives are now such at the end of the period, we had achieved Zero-Waste-to-Landfill.

All our general waste is now to energy-from-waste schemes. Our next step is to externally confirm the achievement of zero-waste-to-landfill across all The Traffic Group sites, and continue to reduce waste where we can.

## Water

Our water use mainly comes from general facilities, kitchen use, and cleaning company property. Some of our locations are not fitted with water meters, which we are hoping to install in the coming months to enable full reporting. Although we continue to report on our consumption figures, we aimed to focus on waste reduction this year and will shift our attention to the measurement of water consumption soon.

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# Waste & Water by Depot



## AGD

TYPE	2022	
Waste by Site Turnover (KG/£1000)	0.7	▼ 13%
General Waste	1710	▼ 40%
Hazardous Waste - WEEE	244	0
Mixed Recycling	4642	▼ 9%
Other	0.007366	0
Cardboard	N/A	
Water Consumption per Employee	7.4 m <sup>3</sup>	▼ 65%



## TGS - Hollco

TYPE	2022	
Waste by Site Turnover (KG/£1000)	1.2	▼ 33%
General Waste	1148	▼ 37%
Hazardous Waste - WEEE	300	▲ 71%
Mixed Recycling	532	▼ 48%
Other	0.007366	0
Cardboard	3781	▼ 30%
Water Consumption per Employee	8 m <sup>3</sup>	▼ 79%



## MAV

TYPE	2022	
Waste by Site Turnover (KG/£1000)	1.7	▼ 61%
General Waste	11360	▼ 2%
Hazardous Waste - WEEE	223	▼ 32%
Mixed Recycling	5480	▼ 76%
Other	0.014732	0
Cardboard	25740	▲ 11%
Water Consumption per Employee	N/A	



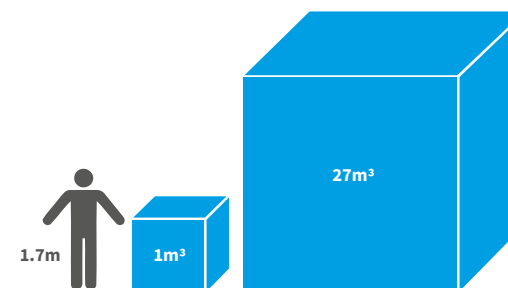
## TGS Other Sites

TYPE	2022	
General Waste	364	▲ 178%
Hazardous Waste - WEEE	-	-
Mixed Recycling	515	▲ 161%
Other	-	-
Cardboard	-	-
Water Consumption per Employee	N/A	N/A



## TGS - Pike Works

TYPE	2022	
Waste by Site Turnover (KG/£1000)	1.7	
General Waste	4748	▼ 13%
Hazardous Waste - WEEE	10	▼ 98%
Mixed Recycling	132	
Other	0.007366	0
Cardboard	3740	▲ 13%
Water Consumption per Employee	23.3 m <sup>3</sup>	▲ 188%



The graphic visually demonstrates the volume of waste water compared to the average person.

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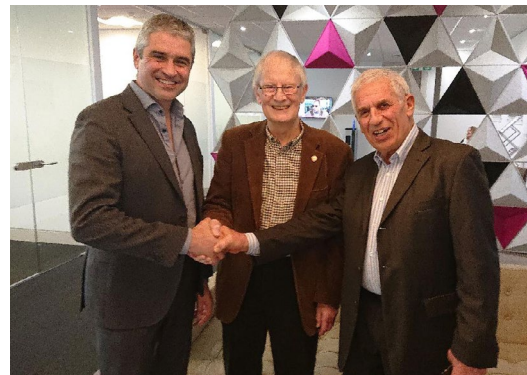
# Community Responsibility

## Case Study: Bristol Low Emission Zone



We are thrilled to share the news that MAV's ANPR technology is being used in Bristol's Low Emission Zone since summer 2022, which is bringing significant environmental and social benefits to the local community. By monitoring vehicle emissions and enforcing compliance, our ANPR cameras are playing a critical role in reducing air pollution and promoting a healthier environment for the community of Bristol.

## Radix Partner



It is with deep sadness that we announce the passing of Radix founder Dick Duley in 2022. In his memory, The Traffic Group has donated £1,000 to Prostate Cancer UK. The contributions of Dick Duley and Milan Fuchs to the traffic industry, particularly in making roads safer for vulnerable pedestrians through the development of the 'rotating cone' tactile equipment, have been immeasurable. As part of AGD's portfolio, Radix continues to be synonymous with this essential technology.

[www.radixtactile.com](http://www.radixtactile.com)

## Employee Responsibility

### Care First Partnership

In 2022 we adopted an Employee Assistance Programme (EAP) providing 24/7 access from 'Care First' to support our employees and their close ones with their mental health and well-being. This decision was catalysed by the prolonged impacts of COVID and the increasing financial pressures faced by individuals.

## Ukraine Support



Our Community Responsibility includes being a good neighbour within the international community. In response to the ongoing events in Ukraine and its bordering countries, we have:

- Donated £300.96 to 'Baby Lifeline Ukraine Appeal' – 50% TGS employees through cake sales, which TGS matched.
- Donated £350 to Association of Ukrainians in GB (AUGB) Emergency Appeal.
- Shared advice in our internal Newsletter to empower employees.

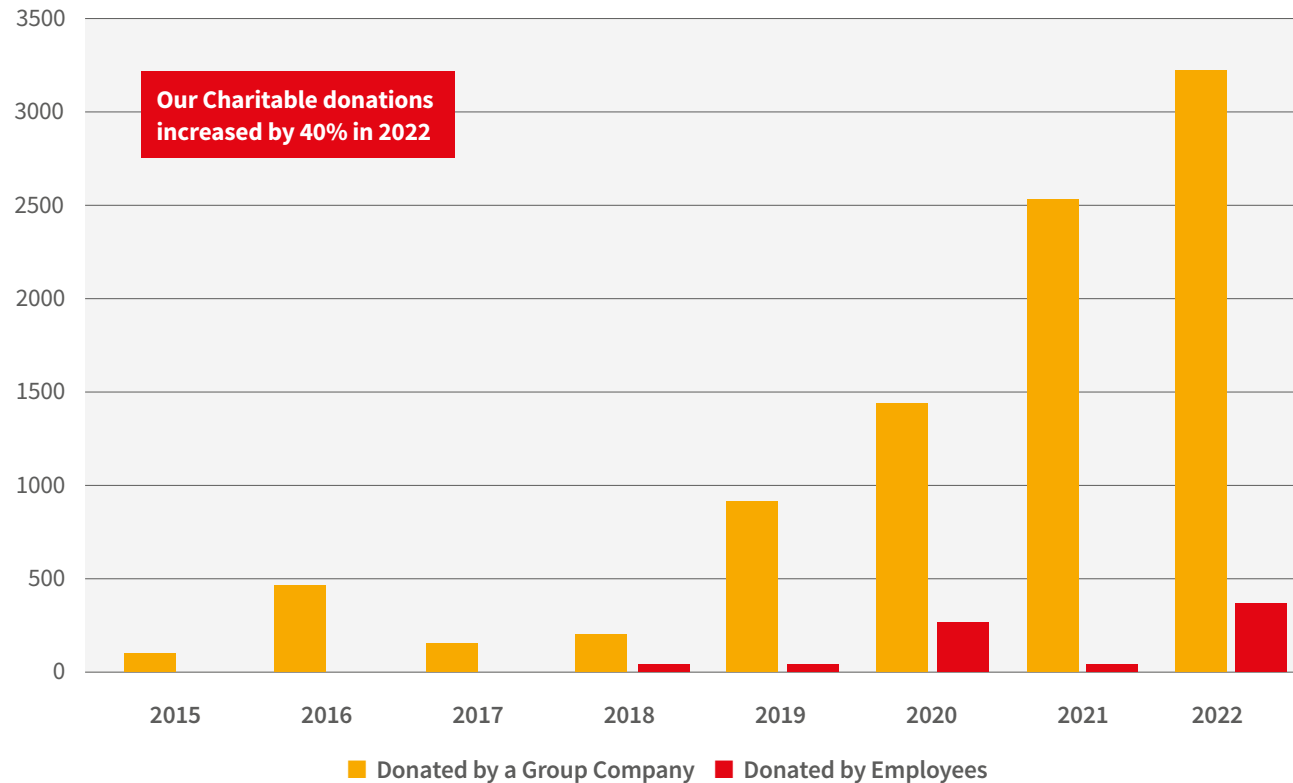
### Accredited Living Wage Employer



Starting from May 1st 2022, we aligned all group wages with the Living Wage Foundation rate - the only wage independently calculated based on the cost of living in the UK. We believe it's our responsibility to promote the physical and mental well-being of our employees and their families through fair wages, ensuring all employees have the financial means for basic everyday needs, like food and healthcare.

# Community Responsibility

## Monetary Charitable Donations Recorded per Year (£)



Donations in 2022 include:

**Mind, Sue Ryder, Air Ambulance, Action for Children, Prostate Cancer UK, Cottage Community, Matthew's friends, and Birmingham Hospice Charity Partnership.**

## Employee-Led Action

One of our employees completed a November Push Up Challenge for Cancer Research. They managed 3300 push-ups and raised £205!

One of our employees volunteered along with 300-400 people to pack two full lorries with donations for Ukraine at Gloucester organised event.



# Skill Development & Knowledge Sharing



## Work experience

The Traffic Group offers work experience to Year 10+ students. Typically, these students will be given an overview of the business including production, engineering and commercial. In 2022, TGS has had two work experience students:

### TGS Hollco Y10 WE Student (Todd - left)

- Todd assisted in trialling additional training courses such as conflict management in addition to the overview of our operations, providing a wide-ranging introduction to topics within the workplace.
- *“My work experience has been very valuable and useful for me, and I am very appreciative of the time that you and your colleagues took out to help me. I enjoyed helping to assemble the traffic lights most and seeing how Sarah’s job works with the balance sheets. I think that this experience will help me in the future because it has given me a valuable insight into a business and has made me possibly want to start my own business one day”* - Todd

### TGS Pike Y10 WE Student (Kamil)

- Kamill expressed an interest in computer programming and technology and developed a miniature 4-way set of traffic lights running on fixed times in addition to the standard work experience.
- *“It was great to participate in the work experience, helping young minds realise their potential in school and the future workplace. I think Kamil left excited to embark on new programming adventures armed with some resistors, LEDs and an Arduino.”* - Tom, TGS Test Engineer

## Did you know?

The Traffic Group subsidises the membership of professional bodies such as IET, CIPD, CIM, and IOD.

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# Skill Development & Knowledge Sharing



## Apprenticeships

### Tom Robertson (main image)

- Tom began working for Hollco as a production operative back in 2015 and expressed a keen interest to evolve his role when new opportunities became available in product development for the RC2. After demonstrating exceptional progress in his new role within the software engineering project team, Tom was encouraged to pursue his BTEC L3 qualification. As TGS' sole Test Engineer, Tom now plays a crucial part in testing all software used in new and existing radio-connected portable signals at TGS to ensure high-quality functionality. This is done alongside completing NVQ design projects for our testing facility.
- **Qualifications:** BTEC Level 3 Electrical/Electronic Engineering

### Mateusz Batugowski (inset image)

- Mateusz has worked at AGD for 6 years, initially recruited as a production operative. His positive attitude, engaging personality and willingness to take on a challenge is demonstrated through his progression from moving into the service centre and enrolling in a BTEC Electronic course early on, to undergoing intensive training and joining the engineering team prior to the retirement of his colleague and mentor. He has made exceptional progress and is now responsible for designing all PCBs for the products being developed by AGD and works closely with the electronic design engineers.
- **Qualifications:** BTEC Level 3 Electrical/Electronic Engineering, HNC in Electrical/Electronic Engineering, currently studying HND from September 2022-2024.



### Greener Highways School Partnership

We have now nominated 'Witton Middle School' in Droitwich to receive our Greener Highways 'First Shoots' Starter Pack Nomination. This free resource bundle will help the school with further sustainability studies for their students.

# Sustainable Value Chains

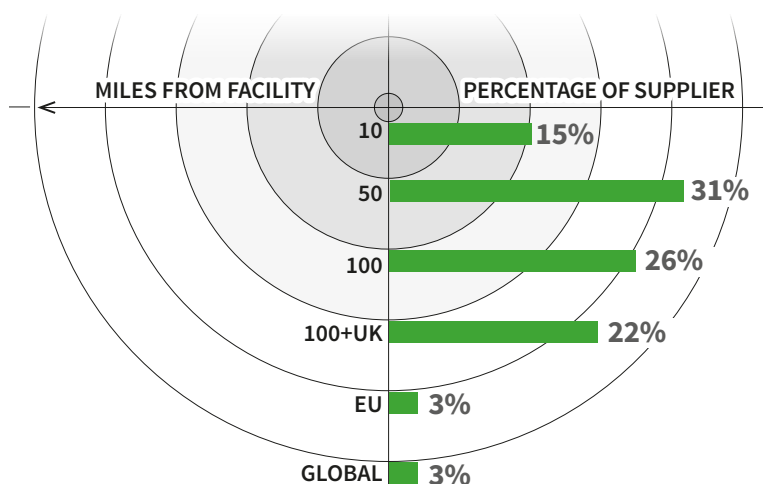
As a group, we continue to adhere to our Conflict minerals and Modern-Day Slavery Policies, which can be found at:

<https://sustainability.traffic.group/company-policies/>

**100% of all products at The Traffic Group are designed and made in the UK**

**95% of all TTG suppliers are UK-Based**

The locality of each company’s suppliers according to percentage of suppliers in each category of straight-line distance from the relevant facility.



With many suppliers holding long-term agreements, our relationships have matured with us and our partners over the years. This has helped us advise local businesses based on our experiences, share ideas and knowledge to advantage us both, as well as just making the day-to-day more enjoyable.

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# Sustainable Value Chains

## Case Study - Stantek Electronics Ltd & AGD Systems

One of our longest standing relationships in The Traffic Group is that between AGD Systems and Stantek. Stantek supply some of the printed circuit board assemblies (PCBAs) as well as cable assemblies and are only 7 1/2 miles down the road from AGD.

Stantek has embraced sustainability in their business and have initiatives which range from introducing 4-day working weeks, to only purchasing second-hand furniture for their offices.

“Stantek’s growth from a small free-issue company to a multimillion-pound turnover subcontractor may never have been possible without the support and guidance of AGD. Since the start of our relationship in 1992 AGD’s guidance and support has been a vital part of Stantek’s success. Throughout our 30-year relationship, AGD’s support and advice has never wavered and the relationship today continues to be as strong as it was as the very start.” – Errol, Director at Stantek

AGD’s entire product range benefits from high standard, specifically-designed cables and brilliant two-way communication with Stantek helping us problem solve at multiple levels.

Stantek have grown from a 1,000 Square Feet facility in 1993 to their now current premise since 2012 12,000 Square Feet.



AGD and Stantek have piloted several joint initiatives aimed at reducing waste, from reusable containers for transportation (including reuse of PCBA antistatic bags), to AGD’s design team collaborating to change products to reduce waste at Stantek.

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# Indicators

We plan to measure our progress using the following key performance indicators. As we are new to this area of business, we anticipate these to change as we begin to report on our progress.

Decarbonisation	2021	2022
Scope 1 emissions	132.9 tCO <sub>2</sub> e	112.2 tCO <sub>2</sub> e
Scope 2 emissions	22.4 tCO <sub>2</sub> e	2.5 tCO <sub>2</sub> e
Scope 3 emissions	N/A	N/A
Renewable energy generation on-site	26.471 kWh	36 kWh
Scope 1 & 2 emissions per square foot (breakdown by depot on page 9)	2.2 kgCO <sub>2</sub> e	1.6 kgCO <sub>2</sub> e
EV Charging Points	3	5
CO <sub>2</sub> per vehicle	3.9 tCO <sub>2</sub> e	3.4 tCO <sub>2</sub> e
Statistics on Company Vehicle Electrification (if hybrid vehicles are 0.5 electric)	18%	22%

Waste & Water	2021	2022
Average total mass of annual waste	60230 kg	44798 kg
Average mass of waste to landfill	21779 kg	5141 kg
Average mass of waste diverted from landfill (breakdown by waste stream/depot on page 11)	38451 kg	39657 kg
Average mass of waste generated per £1000 turnover (breakdown by depot on page 11)	2.1 kg	1.4 kg
Average annual water consumption per employee (breakdown by depot on page 11)	16 m <sup>3</sup>	0.4 m <sup>3</sup>
Percentage of recycled materials in products (only case study available)	Page 11	Page 10
Number of products repaired and refurbished	N/A	N/A
Percentage of Products with end-of-life care diagrams*	38%	31%

\*metric conditions changed to full products only for 2022

Community Responsibility	2021	2022
Charity Partnerships & Case Studies	8	8
Annual monetary charitable donations	£2529	£3556
Hours spent volunteering by employees in company time	N/A	N/A

Skill Development & Knowledge Sharing	2021	2022
Number of employees participating at knowledge sharing events.	N/A	N/A
Employee attendance for internally held events and training days.	N/A	N/A
Work Experience placements.	1	2

Sustainable Value Chains	2021	2022
Contact with key suppliers in relation to: Conflict Minerals Modern Day Slavery Rare Earth Elements	N/A	N/A
Employee attendance for internally held training sessions for value chain sustainability	N/A	N/A

# Circular Economy

## Services to Extend Product Life

Driving forward with its strategy to support the UK's sustainability goals, TGS has launched its eco-conscious Evo ACM series of portable traffic signals. The metalwork and electronics of the company's established Evo Multi product line have been recycled and remanufactured to create a new, modern and environmentally responsible signal.

In the development of TGS's new Evo ACM Signals, we've kept in mind the materials used in the previous models. The new ACM Signal can be almost entirely repurposed from the old models - even the newly designed plastic signal head.

The brand-new Evo ACM signal is then assembled at the Pike Works manufacturing depot.

The 100% recycled plastic heads produced are returned to TGS.

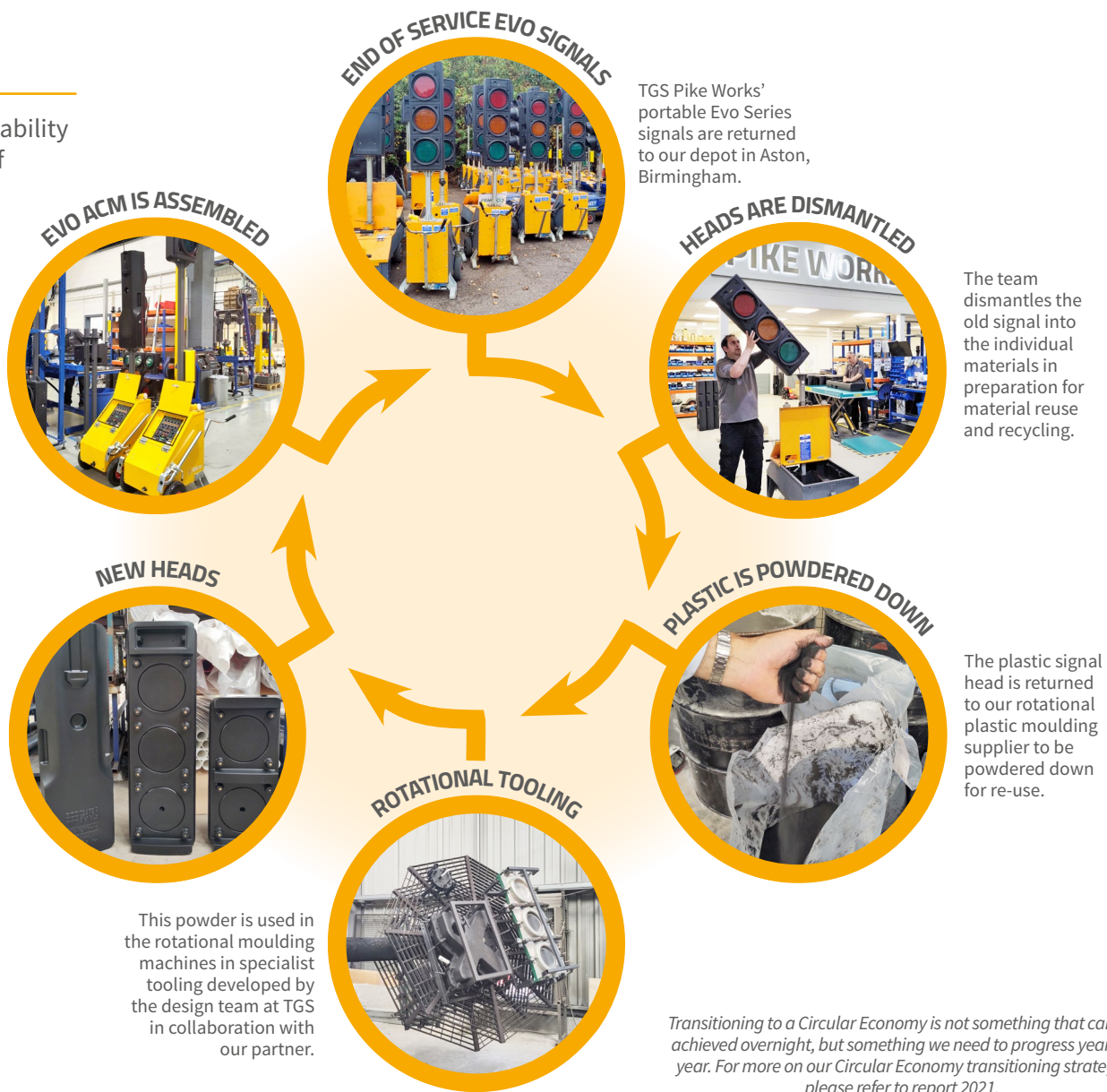
This powder is used in the rotational moulding machines in specialist tooling developed by the design team at TGS in collaboration with our partner.

### Extending life of product materials

We try to equip our customers with the knowledge to sustainably dismantle our products when they're no longer useful using 'End-of-Life' (EOL) diagrams. Of our entire product range, we've determined the percentage of products with end-of-life care information. We've reclassified this metric to only include full product diagrams, which has shown a decrease in percentage this year.

Products with EOL Care Advice

	2021	2022
Products with EOL Care Advice	38%	31%



Transitioning to a Circular Economy is not something that can be achieved overnight, but something we need to progress year on year. For more on our Circular Economy transitioning strategy, please refer to report 2021.

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We aim to get things right first time, every time, but we appreciate that this is a new and complex area of business, and we may get things wrong. If you are concerned that we are not acting as you think we should, we would appreciate your guidance in making the right decisions going forward as a responsible business.

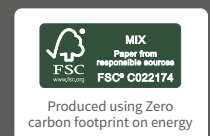
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## Contact Us

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