



## TIGER TRAILERS LIMITED

# ENVIRONMENT, SOCIAL & GOVERNANCE POLICY

March 2022

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### Introduction to Environment, Social & Governance (ESG) at Tiger Trailers Limited

Tiger Trailers recognizes that the world faces environmental challenges and is committed to promoting a healthy environment. As an organization that engages in the global transport sector, we believe that our business can and should do things to promote a positive influence in matters that improve the world.

We are committed to continuing to educate our stakeholders and enabling the growth of sustainable companies, which we believe are vital to improving our environment:

- We have set a target of reducing our carbon output by 5% each year until December 2025
- We take steps to discourage and prevent engine-idling in the yard and car park of our premises
- Much of our premises in Cheshire uses an energy efficient heat pump, along with natural ventilation and a highly efficient heat recovery system for regulating temperature. This reduces our carbon footprint in this regard significantly
- We have installed highly efficient LED lighting in the offices at our premises, which, when combined with other measures taken, leads to a highly efficient head office
- We have a roadmap and funds allocated for a solar panel installation programme on site
- We encourage car sharing for staff through our dedicated HR department
- Our staff car park has charging points available for electric and plug in hybrid vehicles
- We manufacture sustainable products with increased fuel efficiency and a reduction in CO2 emissions
- We manufacturer sidewall material used in our double deck trailers from recyclable materials where it is possible and appropriate to do so.

### Social responsibility

At Tiger Trailers, we pride ourselves in the long-standing culture of respect and empathy for our employees and the community at-large.

We employ a fair pay practice which ensures that Tiger Trailers' pay practice is competitive with the market for the same or similar jobs, qualifications and experience.

We believe that diversity and inclusion strategies are the catalyst for success and innovation in the workplace. We believe that differing opinions and lived experiences are valuable and serve to support our business overall.



#### Tiger Trailers Limited

Company Number: 08937970 | VAT Number: GB186396949 | Data Protection registration number: ZA147584  
Registered Office: Alan Cartwright House, Road One, Winsford Industrial Estate, Winsford, Cheshire, CW7 3RL  
+44 (0)1606 339 640 | [tigertrailers.co.uk](http://tigertrailers.co.uk)

Wellness, both physical and mental, is a key attribute of our employee benefit programs. To retain loyal and productive staff, it is vital to maintain a good working environment. In order to achieve this, we take steps to ensure that:

- We meet the necessary criteria to be considered an Equal Opportunities Employer as per the Human Rights Act 2010. We also have stringent policies to ensure compliance with the provisions of the Modern Slavery Act 2015
- We have focussed and detailed health and safety policies, procedures and employee training all of which are regularly updated to ensure that our employees are as well protected as possible
- We have a targeted regime of staff training, appraisals and personal development opportunities, which allow our employees to develop and progress within our business
- We have procedures and designated staff in place to ensure that any HR issues are dealt with appropriately.
- We have a number of additional benefits for our employees which include the following:
  - An Employee Assistance Programme (EAP) where employees can confidentially access a range of services and counselling related to wellbeing and mental health
  - Free breakfast on a staff member's birthday
  - A free piece of fruit each day
  - Free cakes on Fridays
  - An overtime bonus scheme and an early finish to the working day on Fridays
  - Free parking along with electric car charging bays
  - Opportunities to help local community projects
  - A subsidised on-site canteen
  - Seasonal gifts including Christmas drinks and vouchers
  - Events on popular calendar dates including mental health awareness day
  - Free sanitary products.

We have focussed and detailed health and safety policies, procedures and employee training all of which are regularly updated to ensure that our employees are as well protected as possible.

As a business, we consider it essential to engage with our local community. In particular, we run the following initiatives to ensure that we play our part:

- We regularly work with schools and other organisations to promote road safety to children, cyclists and others
- We support 'Brake', one of the UK's most prominent road safety voices by donating annually and collaborating on awareness campaigns
- We strive to increasingly employ environmentally efficient 'green' components and engineering approaches in the manufacturing of our products
- We actively promote engineering, logistics and driving to women
- We engage young people within our business through charity visit days and our apprenticeship scheme
- We work with likeminded suppliers who share our values when it comes to sustainability and community engagement



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- We are a proud sponsor of the Cheshire Community Foundation, which works to improve the lives of the most disadvantaged people in our local communities. Through them, we directly support a number of local charities on a regular basis through staff events
- We have set up a dedicated Tiger Safety Team to promote road safety to a range of audiences
- We are a proud sponsor of the West Cheshire and North Wales Chamber of Commerce Young Chamber initiative, which benefits local schools and colleges
- We look to promote our chosen charities and our awareness activities on our website, via social media and in the news media wherever possible
- We are proud to support 'Veterans into Logistics' by refurbishing their trailers and promoting their valuable work that addresses unemployment and mental health
- We use our Road Transport Hub blog to raise awareness of advances in technology which, in turn, promotes safety, environmental sustainability and good practice.

**It is extremely important to us to ensure that we use good suppliers and maintain a good working relationship with them. We look to achieve this by:**

- Ensuring wherever possible that our suppliers provide evidence that they adhere to the Modern Slavery Act 2015
- Ensure that our suppliers operate in line with the Bribery Act 2010
- We collaborate with likeminded suppliers who share our values when it comes to sustainability and community engagement
- We try to use local suppliers where possible
- We are committed to paying our suppliers properly and on time
- We are committed to providing clear communication with suppliers.

### Governance responsibility

Strong governance, ethical business practices and proactive risk management are critical ingredients to Tiger Trailers' achievement of its goal for long-term value creation and driving sustainability.

Corporate governance guidelines assist the Board in the exercise of its responsibilities and to promote the effective functioning of the Board. The Board's goal is to oversee and direct management in building long-term value for the Company. In addition the Board's goal is to assure the strength, integrity and vitality of the Company for its customers, clients, employees and the communities in which it operates.

As we expand our ESG initiative, we will seek ways to further optimize our governance process.



**Edward Booth**  
Managing Director

