

Ferguson Transport & Shipping
Corporate Social Responsibility
Policy



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SAFETY BEYOND COMPLIANCE

Ferguson Transport (Spean Bridge) Ltd: SC156545; Ferguson Shipping (Kishorn Port) Ltd: SC317803
Registered Office: Annat, Corpach, PH33 7NN

QD24.3 12/05/2021

Document Review Sheet

The authorisations below certify that this document has been reviewed and accepted, and demonstrates that the individuals are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Position	Date
Authorised by:	Frank Davidson	SHEQ Officer	26/09/2017
Reviewed by:	Tracy Pollington	QA	23/10/2018


Amendment Record

This document is reviewed regularly to ensure relevance to the systems and process that it defines. A record of contextual additions or omissions is given below.

Amendment Date	Revision Guide Page (Numbers)	Context	Initials
23/10/2018	All	Re-formatted to current format, nominated EO name added	TP
N/A	N/A	Reviewed – no amendments	TP
12/05/2021	Whole	Minor spelling/grammar/formatting amendments. Minor details updated (employee/document titles, etc.). References added.	KH

Review

This policy will be reviewed annually to ensure compliance with legislation, or sooner if legislative or other change dictates.

Name:	Frank Davidson
Position:	Head of SHEQ
Signature:	
Date:	02/06/2021
Date for Review:	02/06/2022

1 Policy Statement

Ferguson Transport & Shipping has a long-standing commitment to protecting the environment, promoting health & safety and conducting our operations with integrity and respect for the interests of all stakeholders.

Corporate responsibility is an essential component in ensuring the future success and sustainability of our business. Great consideration must be given to the potential social and environmental effects that our business decisions may have. As part of our corporate strategy, we endeavour to incorporate social and environmental thinking in all areas of our business. At Ferguson Transport & Shipping, we realise the importance of these issues and they take precedence when setting business objectives and throughout decision-making processes.

Our key areas of responsibility are:

- Health and Safety;
- Training;
- Local Communities;
- Commitment to the Environment;
- Honesty, Fairness and Trust; and
- Practice Fair Employment.

Our commitment is to:

- Focus constantly on improving our performance in the areas of Safety, Health, Environment and Quality (SHEQ);
- Manage and measure our performance in SHEQ via the Integrated Management System (IMS) and by complying or working towards compliance with global certification standards such as ISO 9001, ISO 14001, ISO 45001 and SQAS;
- Help our customers to reach their business objectives in a sustainable and responsible way; and
- Run a responsible, efficient business, adhering to law, having high employee retention and creating value for our customers.

2 Health and Safety

Focusing on the company's commitment to "Safety beyond Compliance", it ensures that every operation carried out is the safest it can possibly be. Ferguson Transport & Shipping's objective is to constantly strive to exceed the health and safety obligations. The company invests in healthy and safe working conditions for employees, subcontractors and business partners, which is pursued by applying workplace and road safety with general health and safety best-practice processes and training programs, and by ensuring that working hours are suitable for each employee, including introducing flexi-time or similar systems where applicable.

Ferguson Transport & Shipping continuously strive to improve in road safety with a focus on vehicle, driver, load security and the journey. The company utilises the systems in place (such as Mandata) and skills of the Driver Training and Compliance Manager to ensure a culture of learning through the behavioural observation-feedback-observation-feedback system. This is conducted through the on-going CPC courses. The company is a member of the DVSA's Earned Recognition pilot scheme. All data collected on driver behaviour and

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vehicle / trailer maintenance is fed back directly to the DVSA for monitoring. The DVSA monitors the company's performance, ensuring conformity to vehicle standards and driver working time hours.

The development of this strong safety culture helps to further reduce the number of accidents and incidents.

To ensure continual improvement of Health & Safety, the company has a Safety Action Card system in place allowing the anonymous reporting of any concerns, which are logged and actioned through the SHEQ department.

Ferguson Transport & Shipping works with manufacturers, industry bodies and groups, as well as with the HSE on safe industry practices and procedures.

The company has a Compliance Team which meets monthly to ensure compliance with all current legislation and good practice.

3 Training

Driver behaviour has a major impact on safety on the road as well as on fuel consumption. Safe working practices and fuel efficient driving go hand-in-hand. By promoting professionalism through effective driver training awareness and development, the company can highlight areas of improvement needed to facilitate the business needs with regards to behaviour based safety training and the company's carbon footprint (see above).

Continuous professional development is fundamental to understanding what is required to unlock a driver's full potential. Knowing and understanding equipment used in any business is essential and in transportation, it is imperative that drivers know how to drive their vehicles properly. By managing and monitoring performance through our on-board telematics system, Mandata, we are able to provide our drivers with an in-depth understanding of the factors which influence efficiency. Coupled with 'Driver Coaching', an on-board function that encourages a more efficient driving technique, the four main areas of performance can be targeted: anticipation and braking, engine and gear utilisation, and speed adaptation and standstill. These can then be acted upon, leading to safer and more efficient driving behaviours.

Annual development training is delivered to all drivers, giving them the necessary knowledge and understanding to make them effective members of the team.

4 Local Communities

Ferguson Transport & Shipping operates in a number of local and mostly rural communities in the North West Highlands of Scotland and aims to support local communities through sponsorship, charitable donations and support of sports teams, local schools, community activities and requirements. The company donates to numerous local charities and nursing homes, supports village fetes, highland games, agricultural shows and primary schools by providing high visibility vests for children. The company also sponsors the Lochaber Christmas Fair and Community Christmas Lights.

Furthermore, Ferguson Transport & Shipping champions Shinty at both local and national levels through advertising, sponsorship and development coaching.

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The company also supports employment in rural areas by choosing to employ locally whenever possible and by providing work experience and apprenticeships to pupils from local secondary schools, aspiring to employ an apprentice / trainee in every department.

5 Commitment to the Environment

Ferguson Transport & Shipping seeks to minimise any potential negative impact of its activities on the environment. The company is committed to reducing its carbon footprint and an objective is to reduce the consumption of energy and other natural resources and vehicle emissions. This is pursued through a broad range of actions and initiatives, including specific awareness and training programs, recycling, reducing waste / packaging and our purchase of Volvo Euro 6 vehicles, which meet the most stringent EU emissions standards. The Euro 6 Volvo FH (4) I-Shift is one of the most efficient vehicles on the road. The Euro 6 engine, compared with the previous standard, targets two types of emissions: nitrogen oxides (NOX) and particulate matter (PM). PM is very difficult to reduce because it is measured as weight and particulate matter. The Euro 6 engines reduce these emissions through the use of a diesel particulate filter (DPF), which captures the smallest particulates undetectable by sight, smell or taste. Selective Catalytic Reduction (SCR) has also been refined to further comply with the Euro 6 standard without compromising engine performance. To keep levels of nitrogen oxide down, Volvo added an un-cooled exhaust gas recirculation system to the engine. It ensures that the driveability is maintained whilst optimising exhaust-gas temperature and nitrogen oxide levels for efficient after-treatment.

6 Honesty, Fairness and Trust

Ferguson Transport & Shipping complies with all relevant competition law. The company policies ensure that employees will not enter into any agreements or understandings with competitors, or engage in any other conduct that undermines competition. Our employees will not discuss (or enter into any agreement, tacit or otherwise) with a competitor or competitor's representative regarding prices, bids, sales, customers, terms of sale, production, sales capacity or volume, costs, profits or market shares.

To prevent fraud and money laundering Ferguson Transport & Shipping only conducts business with reputable customers and suppliers that have undergone the company approval process, ensuring that they are involved only in legitimate business activities and that any funding is derived from identifiable / legitimate sources. Employees comply with applicable law prohibiting money laundering and requiring the reporting of suspicious transactions. Employees know our customers / suppliers and take reasonable steps to detect unacceptable or suspicious forms of payment. Employees are briefed about the types of payment that are suspicious (e.g. third-party cheques) and know to document and report any suspicious circumstances surrounding payments.

An anti-bribery and anti-corruption policy is in place to ensure compliance with all applicable regulations.

Conflicts or the appearance of conflicts between work responsibilities for Ferguson Transport & Shipping and free-time activities, or personal interests and business must be avoided by our employees. For employees in a position to make or influence decisions, it is prohibited to directly or indirectly have ownership positions or board positions in companies that Ferguson Transport & Shipping has commercial relations with (i.e. purchase products or services from or sell products or services to). This is mirrored for companies that are competitors of Ferguson Transport & Shipping. Employees will not misuse Ferguson Transport & Shipping's resources for personal gain or take personal advantage of opportunities that are

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discovered through the company. Employees must seek approval before accepting any outside board position which has the potential for conflicting with Ferguson Transport & Shipping's interests or work responsibilities.

7 Practice Fair Employment

All of Ferguson Transport & Shipping's activities will be conducted without discrimination on any basis, including that of race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language, religion or any other distinguishing individual or group characteristic. Employees will show respect for individuals as individuals and employment decisions will be based on job qualifications (e.g. education, prior experience) and merit.

Through recruitment procedures, Ferguson Transport & Shipping ensures that all employees are employed of their own free will. Measures include ensuring that each employee has full entitlement to work freely within the UK and has a bank account registered in their own name at a recognised address.

The company provides a work environment free from harassment and bullying and there is a nominated Equality Officer (Frank Davidson, Head of SHEQ) within the company to ensure that standards are met.

Ferguson Transport & Shipping recognises the right of all employees and workers to freely form and join groups for the promotion and defence of their occupational interests, including the right to engage in collective bargaining.

Ferguson Transport & Shipping is committed to the abolition of child labour and all forms of forced or compulsory labour. No persons are employed below the minimum age for employment as set by national law, and in any event, not lower than 15 years of age. All young persons employed, apprenticed or attending the company for work experience will be subject to a Young People at Work Risk Assessment conducted by the SHEQ department.

Ferguson Transport & Shipping supports and observes the Universal Declaration of Human Rights, particularly in its operations. The company requires similar commitment from any participants in its supply chain and company employees understand and comply with all applicable laws and international conventions on human rights. Ferguson Transport & Shipping ensures that situations or allegations of human rights violations are investigated and followed up.

8 References

Young People at Work Risk Assessment (Office Based) – RA85
Young People at Work Risk Assessment (Traffic) – RA85(a)
Young People at Work Risk Assessment (Workshop) – RA85(b)