

Social Value and Corporate Social Responsibility (CSR) Policy

Advance TRS is committed to integrating sustainable and responsible practices into all aspects of our business. Our approach to Corporate Social Responsibility (CSR) and Social Value reflects our core values of honesty, integrity, quality, commitment, and loyalty. Through responsible business practices, we aim to balance economic sustainability with social and environmental accountabilities.

Our activities impact the environment, our people, the communities in which we operate, our clients, supply chain, and broader society. This policy outlines our commitment to minimising negative impacts while maximising positive contributions in these areas.

Our Key Commitments

People

1. Health and Safety:

- Maintain and continuously improve occupational health and safety standards for employees and those affected by our operations.
- Communicate regularly with external customers regarding welfare and performance of our employees and contract/temporary workers.

2. Equality, Diversity, and Inclusion:

- Provide an inclusive workplace where everyone feels valued, irrespective of gender, ethnicity, sexual orientation, disability, or age.
- Align recruitment and working practices with our Equal Opportunities & Equality and Diversity Policy.

3. Training and Development:

- Invest in attracting, developing, and retaining talent through comprehensive training programmes that enable employees to reach their full potential.

4. Wellbeing and Welfare:

- Support mental health and wellbeing by consulting employees and mental health professionals to develop policies that create a healthy, happy workplace.
- Provide trained specialists to address mental health concerns and conduct regular wellbeing reviews.

5. Living Wage:

- Commit to delivering the Living Wage to ensure employees can support themselves and their families in line with government guidelines.

Clients

- Build long-term client relationships by delivering quality projects safely, on time, and with a focus on environmental sustainability.
- Operate an open-book policy to ensure transparency in operational, financial, and procedural activities.

Advance TRS Ltd.

Advance TRS Ltd. Womersley House, The Guildway, Old Portsmouth Road, Guildford GU3 1LR
Registered in England and Wales: 07653252, Tel: +44 1483 361061

- Collaborate with clients to share knowledge and drive improvements across industry sectors.

Communities

1. Local Engagement:

- Employ local people and utilise local suppliers.
- Actively participate in local business forums and events.
- Support local charities and community initiatives through volunteering and sponsorships.

2. Apprenticeships and Education:

- Train and engage apprentices, encouraging clients to do the same.
- Work with local educational institutions to inform training courses aligned with future industry trends.

3. Charitable Activities:

- Support local and national charities through fundraising and donations.

Supply Chain

- Collaborate with suppliers to ensure health and safety, environmental sustainability, and quality standards are upheld.
- Prioritise relationships with local suppliers, particularly SMEs, to minimise environmental impacts and support local economies.

Environment

1. Environmental Impact Reduction:

- Implement objectives and targets aligned with the Advance TRS Business Management System (BMS).
- Reduce consumable resource usage and recycle 100% of wastepaper.
- Continuously improve waste management and promote recycling and reuse.

2. Carbon Footprint Monitoring:

- Measure carbon dioxide emissions from electricity usage, transportation, and recycling practices.
- Promote innovative solutions to enhance efficiency and sustainability.

3. Pollution Prevention:

- Take proactive steps to prevent pollution and protect land, air, and water resources.

4. Sustainable Procurement:

- Source materials responsibly, focusing on recycled or sustainable options wherever possible.

Governance

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- Report annually on the impact of our CSR and Social Value initiatives, setting measurable targets for improvement.
- Share lessons learned with clients and suppliers to foster wider positive impact.

A Sustainable Future

At Advance TRS, we believe that good environmental management, social value, and financial success are interconnected. By prioritising responsible business practices, we aim to create value for all stakeholders while contributing to a sustainable and prosperous future.

This policy will be reviewed annually to ensure its relevance and effectiveness.

Andy Ridout



Managing Director

January 2026

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