

# CORE VALUES AND ETHICS STATEMENT

NIRAS-LTS International (hereafter NIRAS-LTS) is governed by a set of core values which shape the culture and define the character of the company. They guide how we behave and what decisions we take.

NIRAS-LTS works on some of the planet's most important global challenges and we are a values-driven company, helping to design and run projects that make the world a better place. Our purpose is to leave a positive footprint on the world, helping to improve people's lives and reduce inequalities on a sustainably healthy planet. Our values are implicit in everything we do and are applied at all stages throughout the project cycle, from selecting opportunities for which to bid to selecting our partners to building local project teams to our work in monitoring and evaluating projects.

## **1 Responsibilities**

All members of staff are responsible for maintaining our core values and operating to a high ethical standard.

## **2 Values**

Our three values feed into each other and inform the way we work.

### **2.1 Do the right thing**

We believe that as a company we have moral obligations as well as commercial ones. We have strong ethics and always aim to work for good. The sustainability of our business and positive social and environmental impacts are more important to us than maximising profits in the short-term. Above all, we treat others in the same manner we hoped to be treated - with honesty, fairness, integrity and reliability.

### **2.2 Achieve excellence**

We place technical excellence at the heart of our business. Our success is always a result of our good teamwork – everyone contributes to excellence. This means we do good work well, we add value to our clients, and we strive to be useful. We make excellence a habit, and we aim for continual improvement. We learn from our experiences and aim to continuously improve. We want to do the best job possible and innovate where appropriate.

### **2.3 Take responsibility**

We are committed to making all our work count. Our company operates inclusively and empowered by a supportive culture, we get stuck in and take ownership of our own work. Our open and inclusive nature of operating means we all feel part of something that we want to contribute to. We proactively contribute and support our team-mates to achieve shared goals.

## **3 UN Global Compact**

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour standards, the environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

NIRAS-LTS has been a participant member of the UN Global compact since December 2017 and subscribes to the ten principles of the compact covering human rights, labour standards, the environment, and anti-corruption. NIRAS-LTS commits to comply with the Ten Principles set out below:

### 3.1 Human rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

These principles are based on the [International Bill of Human Rights](#) and the core [International Labour Organization \(ILO\) Conventions](#). At NIRAS-LTS we hold our corporate responsibility to respect human rights and have incorporated this into our own internal employee handbook through our equal opportunities policy and within our wider recruitment policy. Human rights are also referred to in our Modern Slavery and anti-trafficking policy. Through our due diligence work and transparency across our supply chains we actively manage the risk of being complicit in other companies abuse of human rights.

### 3.2 Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.
- Principle 5: Businesses should uphold the effective abolition of child labour.
- Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

These principles are integrated across a number of corporate policy documents. NIRAS-LTS is a silver accredited Investor in People and is an equal opportunities employer. Staff are free to join a union should they wish. Through our equal opportunities policy, set out in the NIRAS-LTS employee handbook, we make it clear to our staff that discrimination is not acceptable. Through our supply chain management on projects we actively manage the risks related to forced or child labour and modern slavery.

### 3.3 Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

NIRAS-LTS has strong environmental credentials and works through our projects on global climate and environmental issues. The NIRAS-LTS Environment Manager manages and monitors our energy consumption, assesses carbon footprint and runs campaigns on waste reduction. We encourage staff to take personal responsibility for their environmental impact as well. We have an environmental policy in place.

### 3.4 Anti-Corruption

- Principle 10: Businesses should work against all forms of corruption, including extortion and bribery

It is the policy of NIRAS-LTS to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. NIRAS-LTS

is committed to acting professionally, fairly and with integrity in all relationships and business dealings in all countries and to implementing and enforcing effective systems to counter bribery and corruption. NIRAS-LTS expects its employees, and sub-contractors to comply with our anti-bribery and corruption policy and uphold all laws relevant to countering bribery and corruption. We remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

Patrick Abbot

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