



Environmental, Social and Governance (ESG) initiatives

We have integrated ESG initiatives into our operations to reduce environmental impact and operational risk, meet customer and stakeholder expectations, improve employee productivity and nurture a positive culture of diversity.

We promote behaviours and conduct that creates an honest, fair and objective workplace while operating in compliance with our policies, and International and UK laws.

Actions and meaningful results

In 2023, Ex-tech Signalling made a major step forward on its journey to Net Zero 2050. We consolidated various processes and relocated some production areas to new facilities which dramatically reduced the company footprint for waste, water and energy.

The factory relocation in Shoreham by Sea, West Sussex, UK is only part of the story as we continue to change behaviours and processes to ensure we maintain a sustainable, responsible business with a clear purpose of keeping people safe.

Energy Reduction

As part of our ESG and ISO 14001 initiatives, we've focused on reducing our overall consumption of electricity and gas.

To achieve meaningful results, we installed intelligent lighting systems in our facilities, reduced compressor usage, standardised site working hours, automatically controlled unnecessary AC and heater use and reduced heat loss in specific areas alongside many other initiatives.

Less water, less waste and more recycling

We have optimised water use in the process areas and reduced water loss through changes in the toilet facilities throughout the UK site.

Some of the biggest effects involve the reduction of material sent to landfill and increased recycling. A major drive involved education across the manufacturing site in Shoreham by Sea, West Sussex, UK for all employees and cleaning staff. While we have increased recycling capacity, we have reduced our general waste capacity to promote internal re-use of waste or recycling. This includes paper, card, plastic, glass, metals and liquids from the production facility.

We have also enhanced digital tools that help reduce paper use and even setup contacts with local communities to collect unusable pallets and more.



Net Zero 2050

With a focus on Net Zero 2050, we have brought a culture of responsibility to the Ex-tech Signalling team and on top of behaviour change in their daily duties, we are encouraging staff to cycle to work (with cycle to work scheme), walk or car share and working on other initiatives.

We are also looking to reduce our effect on the climate through collaborating with local schemes to plant trees and much more.

Ethical culture, positive results

It's really important that we operate with a positive workplace culture. We provide fair and equal opportunities and conditions for employees (and potential employees) and the people working in the supply chain that we interact with. Likewise, our local communities and neighbours are really important in any decisions we make, particularly in our manufacturing facility in Shoreham by Sea, West Sussex, UK.

At all times Ex-tech Signalling demonstrates high levels of integrity, truthfulness, and honesty to uphold personal and corporate reputations and inspire confidence and trust in our actions as a leader. We conduct our business in a competent, fair, impartial, and efficient manner, respecting our customers, suppliers and employees. We take all reasonable care to avoid misleading statements, concealment, and overstatement in all of our interactions with our customers as we maintain long term customer partnerships through honesty and straightforward dealings at all times. We also respect the confidentiality of any information we obtain and maintain robust cyber security standards.

For more than 50 years, we have built our reputation on quality, and compete lawfully with products that comply, are fit for purpose and can be supported with an effective aftermarket solution. We comply with all international and national laws affecting our operations and strive to follow the best practice in corporate governance. Ex-tech Signalling does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form.

Health, safety and wellbeing

Safety is at the heart of everything we do and employees are provided with a safe and healthy workplace.

Not only do we manufacture safety products and train customers to operate and maintain the equipment properly, we ensure all our team builds and supports products in the safest possible way.

We strive for continual improvement within our overall health and safety performance which is reviewed, updated and revised annually or in accordance with legislative changes. We have also developed a number of wellbeing initiatives with a focus on mental health.



Diversity and Equality

The health and wellbeing of staff is an essential part of our daily culture along with the promotion of equality in the workforce, driven by diversity and inclusivity policies. All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin.

In fact, 50% of our leadership team is female and our workforce includes staff operating in different countries and from many different backgrounds.

Ex-tech Signalling in the local community

Ex-tech Signalling works with local businesses across Sussex and is a large employer in the area, with staff at the manufacturing facility enjoying the exciting culture of the thriving coastal region in the South of England.

We are active in encouraging engineering in the community as well as recruiting and nurturing young engineers into the workplace. For example, we support Science, Technology, Engineering and Mathematics (STEM) activities, local schools by assisting with after schools clubs and class presentations and host a successful Pinewood Derby competition.

In the workplace, our apprenticeships and graduate development programmes help to provide emerging talent with the skills they will need throughout their careers, and to meet the technical challenges of the business. Our apprentices work closely alongside Sigta, the local apprenticeship scheme provider.

Within the wider community, Ex-tech Signalling supports the local youth football teams through providing football kits for the teams. Our commitment to support education includes giving time to staff who become school trustees and governors, and our Managing Director is a Board member on the Local Skills Improvement Project (LSIP) supporting higher and further education align courses to meet the needs of local businesses.