

CORPORATE & SOCIAL RESPONSIBILITY POLICY

Thatcham strives to benefit everyone through the positive application of Corporate Citizenship. Our achievements can be categorised in the four distinct areas of:

- Business
- Environment
- Society
- Employees

Business

- We manage our activities in a responsible manner.
- Our company purchasing incorporates ethical and environmental factors.
- We value our customers and endeavour to offer a service that exceeds their expectations by presenting our products in a clear and unambiguous manner.
- We operate to the highest standards of Health and Safety.
- For the benefit of all road users, our employees go through a driver training programme and are risk assessed.

Environment

- We endeavor to minimise Thatcham's impact on the environment.
- We have developed our product range to eradicate the use of paper and other materials that may have a negative environmental impact.
- All external print is on FSC paper and all photocopying paper is from sustainable sources. Paper is produced by a company who are PEFC rated, which is an organisation dedicated to promoting Sustainable Forest Management (SFM) through independent third-party certification.
- We have implemented a range of energy efficient programmes to reduce our energy consumption and our dependence on non-renewable resources. These include a lighting voltage management system (reducing power use by 25%), and an energy efficient boiler.
- We encourage our staff not to use their cars to come to work by providing secure cycle storage and showering facilities for those who choose to cycle, walk or run to work. We operate a cycle to work scheme which enables employees to get a discount on bike purchase.
- We encourage the positive environmental benefits of replacing off-site meetings with the use of virtual meetings and conference calls.
- We recycle our paper waste.

Society

- We use our influence to improve the safety and security of motorists globally by engaging with vehicle manufacturers, insurers and repairers to raise standards.
- The safety and environmental impact of our company vehicles are managed. All company pool cars are Euro NCAP 5 Star for occupant protection, take account of Euro NCAP's pedestrian protection ratings, and have ESC fitted. All company owned vehicles are also selected on their CO₂ emission efficiency.
- We make available the opportunity to support charitable giving by our employees to a range of charities through a payroll-giving scheme.
- As an integral member of the motor industry community, we support BEN - the industry charity. We match employee payroll giving scheme contributions with an equal contribution to BEN.

Employees

- We provide a supportive and stimulating working environment.
- We actively encourage employee engagement at all levels and operate an established Employee Engagement Group.
- The continued development of our employees is important to us and is based on a structured appraisal process.
- Well above industry standard pension schemes and Death in Service benefits are in place with the option of annual one to one review meetings for all employees.
- Pay and benefits are benchmarked regularly using current market data.
- We offer an Employee Assistance Programme, providing a confidential counselling resource to all employees.
- To encourage healthy eating, menus are displayed in our subsidised restaurant with descriptions about the food contents. Fresh food is used from local suppliers, the use of excessive fat, sugar and salt is reduced to a minimum and fresh fruit is available free to all employees in work areas.
- Regular communication is encouraged between TMB (Thatcham Management Board) and employees; our Impact magazine is published quarterly which covers business, employee and social news; company briefings are held regularly on operational objectives and initiatives.