
Corporate and Social Responsibilities Policy

JS Transport Management Services, trading as Total Compliance, is committed to corporate and social responsibility in four key areas that hold significance to our company:

1. Engaging with Local Communities:

We strive to build positive relationships with our neighbours and local communities. To achieve this, we undertake the following actions:

- Promptly and attentively address and resolve community complaints.
- Encourage and support our employees' participation in local community organisations and charitable events.
- Whenever feasible, prioritise local businesses for equipment servicing, building projects, and other services.

2. Workplace Well-being:

The well-being of our employees and stakeholders is of utmost importance to us. We are dedicated to continually improving labour standards and workplace facilities. In addition to our Health and Safety policy, we undertake the following measures:

- Comply with legal obligations regarding minimum working age and firmly reject any engagement with forced labour or child labour.
- Provide a clean, safe, and healthy working environment, ensuring appropriate training, resources, and equipment for our employees.
- Maintain an equal opportunities policy, promoting fairness and inclusivity.
- Offer clear and equitable terms of employment.
- Provide relevant training and career development opportunities to facilitate continuous employee growth within the company.
- Maintain a transparent employee remuneration policy and implement a well-defined appraisal scheme.
- Regularly review employee working hours to ensure compliance with applicable regulations, such as the European Working Time Regulations 1998.
- Adhere to at least the minimum employment standards set by current UK employment law or the prevailing laws of the countries in which we operate.

3. Collaborating with Like-minded Partners:

We strive to work with others in our marketplace who share our commitment to corporate and social responsibility, fostering ethical business practices and sustainability.

4. Responsible Supply Chain:

We aim to engage suppliers who uphold the same values and meet or exceed our standards. We expect our suppliers, subcontractors, and business partners to adhere to similar principles of corporate and social responsibility.

Scope:

This policy applies to all employees of Total Compliance (JS Transport Management Services T/A). Employees are expected to uphold the highest standards of integrity and act with care, diligence, and fairness in all business activities.

We recognise the importance of integrating our business values and operations to meet the expectations of our customers, employees, regulators, investors, suppliers, the community, and the environment. We expect our suppliers, subcontractors, and business partners to uphold the same values and meet at least the same standards.

We take feedback from stakeholders seriously and maintain open dialogue to ensure compliance with the principles outlined in this policy. Additionally, our Anti-bribery and Corruption Policy applies to all employees, subcontractors, and stakeholders involved in our business.

This policy will be communicated to stakeholders and published on our website, reflecting our dedication to sustainable development and accountable governance.

The Director is responsible for implementing this policy and providing necessary resources to fulfil our corporate responsibilities. All employees throughout the company are accountable for achieving the objectives set forth in this policy.