

Roocroft RRS realises that the workforce within the company are considered as assets to the success of it and therefore will invest in their future, whilst enhancing and nurturing their development. Embracing the values within the standard, as set out in ISO 76000, will allow us to formulate a framework in which we can monitor and improve performance for the mutual benefits of all parties. We aim to recognise people's talent, skills and capabilities, whilst encouraging the workforce the potential to learn and develop.

The benefits of this system will be to;

- Improve how our people are valued through a range of requirements such as having policies in place and clear roles, responsibilities and authorities outlined
- The company will ensure that all workers will receive support through annual one to one feedback on their performance in meeting any performance and development objectives identified
- Objectives identified by the company for valuing people will be reviewed periodically
- Create greater job satisfaction and morale through commitment from top management, giving rise to a more transparent approach to management
- Improve equality and diversity and diversity management/compliance through the investigation of unanticipated issues and how information gathered is used to drive continual improvement
- Increase customer satisfaction by identifying our organisation's overall purpose and stakeholder requirements
- The organisation is part of a wider society and has a responsibility to operate in a fair and socially responsible manner
- The organisation will seek to continually improve the management system for valuing people

10 Dec 19



David C Roocroft

Joint Managing Director

Roocroft Road Restraint Systems Ltd