



## Corporate Social Responsibility (CSR) Statement

LTS Global Solutions believes that CSR is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

### **Our workplace**

LTS Global Solutions is committed to providing:

- good workplace standards,
- decent health and safety requirements and
- fair pay and conditions.

We aim to employ a workforce that reflects the diversity of our customers. Our employment policies, including a commitment to equal opportunity, are designed to attract and retain high-calibre people, regardless of age, gender, race, religion, disability, nationality, or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. We offer flexible working where practicable, to help people achieve a work-life balance.

LTS Global Solutions believes effective employee communication and consultation is particularly important in achieving our business objectives. We value employees' opinions and seek to actively involve them in the decision-making process.

LTS Global Solutions expects every member of staff to take responsibility for their performance and to work together to achieve our goals along with aligning their behaviour to our values:

- Trustworthiness: integrity, honesty
- Reliability: keeping promises
- Respect: dignity, tolerance, privacy, courtesy
- Fairness: equality, consistency, law abiding
- Careful: care not to harm others

#### **Head Office**

LTS Global Solutions,  
46 Tilton Road,  
Bordesley Green,  
Birmingham,  
B9 4PP  
T: 0121 753 0080

#### **Regional Office (South)**

LTS Global Solutions,  
The Paramount Business Centre,  
Delta Way,  
Egham, Surrey,  
TW20 8RX  
T: 01784 682 077

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info@ltsglobalsolutions.com  
www.ltsglobalsolutions.com



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**LTS Global Solutions**

## Our environment

LTS Global Solutions aims to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our environmental performance by improving the efficiency with which we use resources. We aim to comply with all relevant environmental regulation and legislation. We operate a robust environmental management system to ensure environmental issues are integrated into our business processes and practices.

LTS Global Solutions encourages all employees to participate in activities that aim to minimise the company's environmental impact. Environmental awareness training is provided to new members of staff. We communicate regularly with our stakeholders, including shareholders, employees and customers on matters of environmental policy and practices. We also encourage suppliers to adopt the highest environmental standards.

## Our communities

LTS Global Solutions is an active member of the communities in which we operate and aims at all times to be a good neighbour. We make a positive contribution to local communities by bringing jobs for local people. We also sponsor local causes, particularly those associated with children and people with disabilities. We encourage staff to become involved in fundraising and charitable activities and allow them to nominate which organisations the company supports.

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