Rail Signalling & Power Ltd (RSP) is a supplier of specialist engineering products and design services to the UK Rail, Power, and Industrial Engineering sectors. The company's activities include the design, assembly, and test of electrical and electronic panels, including various types and sizes of equipment housings, and the development of value-engineered products for the railway industry.

The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have developed a social value policy that aims to affect and enhance all areas of our business in order to maximise the social, economic, and environmental wellbeing of our local community and to help us comply with the **Public Services (Social Value) Act 2012**, the **Procurement Reform (Scotland) Act 2014** and the **Wellbeing of Future Generations (Wales) Act 2015**.

RSP commits to the following principles and practices:

Employees

- We are dedicated to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued, and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business;
- We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution, and achievements;
- We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship;
- We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

Customers

- We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs;
- We aim to give fair value, consistent quality, and reliability;
- We aim to have the highest professional and ethical standards and will be honest, open, and transparent in all our dealings with customers.

Suppliers

- We aim to create and maintain strong relationships with key suppliers and contractors;
- We aim to choose suppliers that share our ethos in relation to employment practices, quality, and environmental controls;
- We aim to provide work opportunities for small & micro-sized businesses with our community and to procure goods and services locally, wherever possible.

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Health & Safety & Environment

- We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities;
- We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures, and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance;
- We aim to reduce waste and promote sustainable and ethical procurement.

The Community

- We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading;
- We aim to create employment opportunities within the local community and will work with education and training providers to offer work experience opportunities and apprenticeships;
- We will actively support and donate to charities/non-profit organisations within our community. Our nominated charity for 2026 is the RNLI.

Measurement & Communication

- We will continuously improve our standards, and monitor our social value impact;
- We will communicate this policy to our employees and members of our supply chain and will display it on our website/social media sites so that any interested parties may view it.

The RSP Management Team are responsible for reviewing this policy on an annual basis. The policy will also be reviewed following any major organisational changes, if an incident/event occurs, or if a report is received that impacts upon the company's Business Operating System (BOS).



Andrew Billson
Managing Director
1st January 2026

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