

THE TRAFFIC GROUP SUSTAINABILITY REPORT 2026



AGD[®]

MAV[®]

 **TRAFFIC
GROUP
SIGNALS**

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We will be using the Green House Gas Protocol's methodology for GHG accounting to communicate our decarbonisation efforts. Emission figures will use the unit CO₂e to encompass equivalent GHGs, and calculated using the UK Government Conversion Factors¹.

[traffic.group/sustainability](https://www.traffic.group/sustainability)

1. INTRODUCTION

1.1 Message from our Group MD

Time truly flies when you're learning every day. It's hard to believe it's been nearly a year since I was asked to lead The Traffic Group (TTG), and yet still less than two years since I joined this remarkable group of companies. From AGD's trusted detectors to MAV's innovative AiQ cameras, and the growing fleet of Traffic Group signals (TGS) traffic lights across the UK, I continue to be inspired by the potential we're unlocking together.

From day one, what struck me most was our shared ethos: to do the right things, and to do things right. This is perfectly captured in our slogan: **"Safer, Greener, More Efficient."** It speaks not only to the products and services we deliver, but also to who we are as an organisation—our culture, our people, and our role in the communities we serve. I am deeply committed to ensuring this ethos remains at the heart of everything we do.

In our last Sustainability Report (2022), we highlighted how small, everyday actions—like switching off lights, reducing heating, and cutting down on paper towel use—can collectively drive meaningful progress toward Net Zero. These actions matter, and I encourage everyone to keep identifying and sharing new ideas with your line managers. Every contribution counts.

Here in Cheltenham, the launch of Delta Works (DW) over the past year has been a major milestone in our sustainability journey. With its extensive

solar panel installation, DW now generates significantly more energy than it consumes, dramatically reducing the carbon footprint of our Cheltenham operations and setting a benchmark for future developments.

Yet, as we move forward with our three-year Business Plan, we must go further. We need to challenge our supply chain to collaborate more proactively in reducing collective CO₂ emissions. I want us to go to Gemba*—to see firsthand where waste can be eliminated, processes improved, and emissions reduced. Many of our suppliers and customers are on their own sustainability journeys, and by working together—examining how materials arrive, how our products are used, and even how they impact our customers' customers—we can identify the interfaces where the greatest inefficiencies lie, and where the biggest gains can be made.

Together, we can continue to build a safer, greener, and more efficient future.



Jonathan Brook
Group Managing Director, The Traffic Group



*Go to Gemba is a Japanese management concept from Lean manufacturing that means physically going to the place where the work is done and value created to observe, ask questions, and understand processes firsthand.

WHO WE ARE

1.2 The Traffic Group in Numbers

Across the world, new state of the art cities are emerging and existing cities are transforming to become cleaner, safer, and more connected.

The Traffic Group is at the heart of this evolution. Through intelligent detection, adaptive signalling, and vehicle recognition technologies, we empower cities to move smarter and more sustainably.

Bringing together the expertise of AGD Systems, MAV Systems, and Traffic Group Signals, we offer the benefits of technological synergy and connectivity, resulting in a portfolio of solutions that work seamlessly across urban and highway environments.

From traffic flow optimisation and enforcement to temporary signalling and data-driven insights, our technologies support authorities, planners, and integrators in building efficient, future-ready transport networks.

Trusted globally, our systems underpin intelligent transport infrastructures that enhance road user safety, strengthen national security, and drive progress in connected mobility.

150+
employees

200+
years of combined
expertise

7
locations across
the UK and Australia

60,000+
products
manufactured annually

20+
Patents for
engineering design

3
Queens Awards for
Innovation

WHO WE ARE

1.3 The Traffic Group Companies



AGD Systems

AGD is a trusted supplier of radar and optical detection solutions to the global ITS sector.

AGD's cutting-edge technologies are designed to provide accurate real-time information, supported by AI and machine learning, to enabling cities to better manage their traffic systems and improve road safety.

AGD is renowned for its easy-to-integrate, plug-and-play solutions that seamlessly connect with both new and legacy traffic systems.

For more information on AGD's full range of solutions visit: www.agd-systems.com



MAV Systems

MAV Systems supports smarter cities through advanced Automatic Number/Licence Plate Recognition (ANPR/ALPR) technologies that use AI to enhance traffic management, security, and compliance.

Our solutions deliver real-time insights that help authorities optimise mobility and parking, enforce regulations, and improve urban safety – creating better connected and more sustainable transport networks.

For more information on MAV's full range of solutions visit: www.anprcameras.com



Traffic Group Signals

Traffic Group Signals' temporary signal systems play a vital role in the construction and modernisation of cities.

Where roadworks would not normally integrate with the wider network, TGS combines connectivity, advanced detection and dynamically adaptive signal control – monitored 24/7 by our signal engineers – to remotely optimise traffic flow, reduce congestion, and improve safety for all road users.

We enable safer and more efficient roadworks through advanced signal technology.

For more information on TGS's full range of solutions visit: www.trafficgroupsignals.com



2. GOVERNANCE

2.1 A WORD FROM THE GREEN TEAM

Our aim as a family business is to offer world-wide safer, greener, more efficient highways products from manufacturing operations within the UK. The Traffic Group comprising AGD, TGS and MAV provide a product range including red/green push-button signals, vehicle/pedestrian camera and radar products, temporary traffic lights and ANPR systems. A dedicated team of 150+ employees helps drive a culture of continuous improvement/innovation across all aspects of our business.

Every product from TTG is designed and made in the UK with most parts locally sourced. We promote the use of solar power, electric vehicle charging facilities, and circular design where we developed an engineering temporary traffic light solution that was kind to the environment while improving access for our customers to the latest technology at an affordable price. These are some of the things we have achieved alongside carbon neutral manufacturing and zero waste to landfill.

The average road user will almost certainly overlook everything we do as a business but there are very real societal and environmental benefits in our core offerings. As anyone who works for the business will know, if anyone speaks about motorways, car parks, traffic lights or bus lanes there is nearly always a business context you can enlighten them with. This means we all have interactions with what The Traffic Group does somewhere in our lives, which gives us a unique opportunity.

We are in a strong position to affect change where our specialist technology covers a wide range of traffic management solutions which gives us an opportunity to make a magnified difference compared with some sectors. We continue to look at Corporate Social Responsibility (CSR) as more than just an add-on to our current operations but an integrated part of our everyday routines and practices. We move in a motivated way, both in the business and at home, to make the changes we all need to make a better future.

As our policy and activities move forward, some of the issues we need to address and resolve will become more complicated and difficult but we trust, as individuals and collectively, we will all embrace the challenge.

The Traffic Group's sustainability governance framework is aligned with the UK Government's Net Zero 2050 strategy. Annual carbon reduction targets of approximately 4% have been established as part of a managed improvement programme, with responsibility, performance monitoring and review embedded within existing management processes. Director level oversight ensures progress is tracked, risks are addressed and sustainability performance is integrated into operational and strategic decision making across the Group.



Sophie Letherby
Business Change Manager
MAV Systems



Adam Brazier
Operations Manager
Traffic Group Signals



Martin Smith
QHSE Manager
AGD Systems

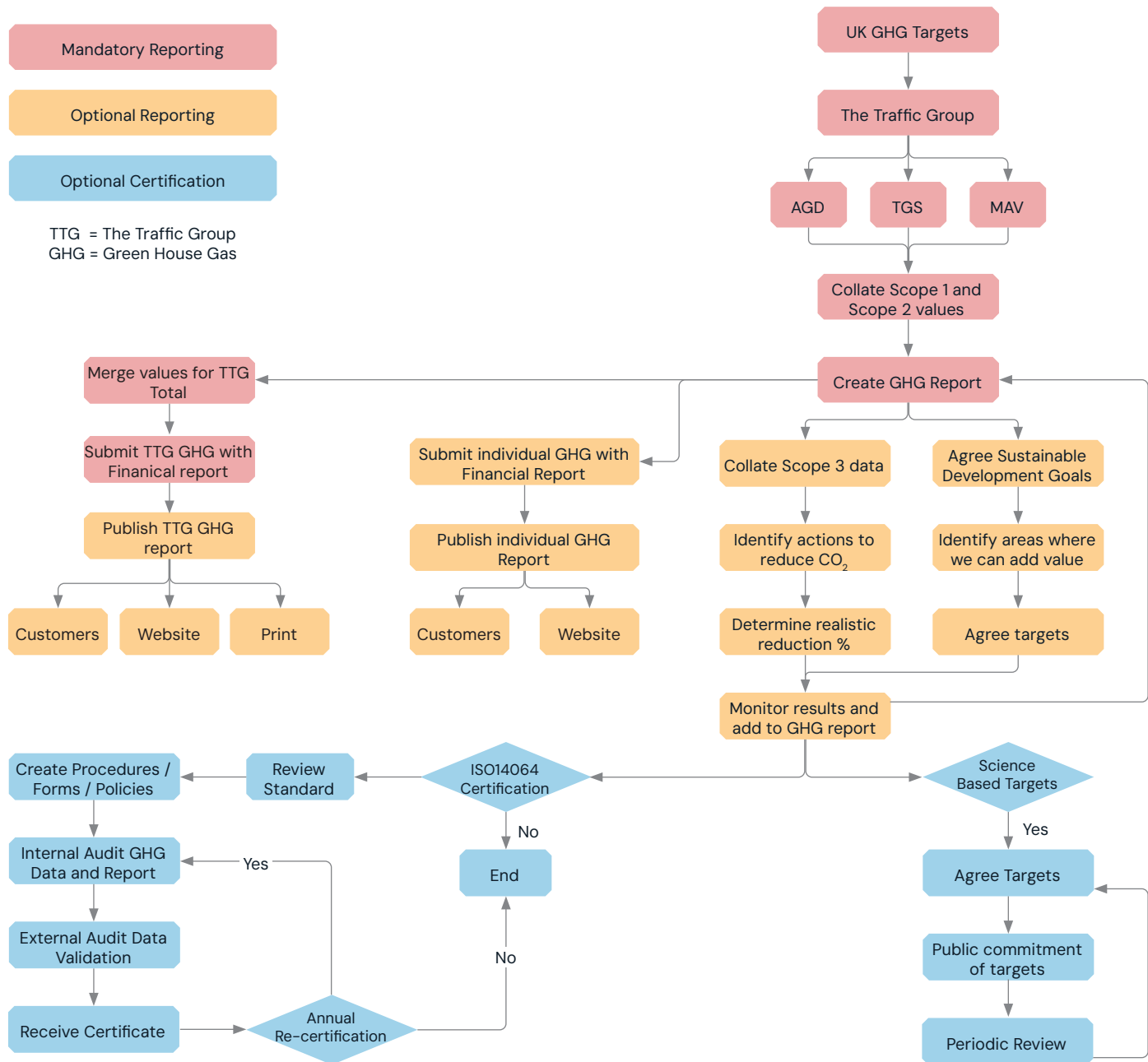
2.2 CSR PROCESS

The Traffic Group's CSR governance framework brings together data and insights from across our three businesses to ensure transparent and accountable reporting.

Our process includes the annual consolidation of greenhouse gas emissions into a Group-wide report, the collection and analysis of Scope 3 data, and the ongoing exploration of relevant certifications.

This approach blends mandatory reporting requirements with voluntary disclosures and certification opportunities, forming a structured review cycle that supports continuous improvement and strengthens our overall sustainability performance.

Our CSR data and documentation are available via our website, with a limited print version available by request.



3. GROUP COMMITMENTS

3.1 OUR COMMITMENTS

At The Traffic Group, our commitment to corporate responsibility is rooted in the belief that meaningful change begins with purposeful action. We have chosen to focus on five United Nations Sustainable Development Goals; Good Health and Well-Being; Quality Education; Industry, Innovation and Infrastructure; Sustainable Cities and Communities; and Responsible Consumption and Production – because these are the areas where we know our people, our products, and our practices can create the greatest positive impact.

These goals reflect who we are and how we operate. Across the business, our colleagues actively participate in initiatives that promote health, wellbeing, and community engagement. We embrace learning at every level, offering internships, apprenticeships and professional development opportunities that help build skills, confidence, and long-term careers.

Through our technologies, we improve the efficiency and safety of public transport systems and roadworks, supporting greener, more resilient and

better-connected cities. This innovation is matched by our dedication to continuous improvement within our own operations – working to reduce waste across our supply chains and ensuring that our processes remain sustainable and responsible.




From the earliest stages of design, we make conscious choices: selecting sustainable materials, considering product end-of-life, and sourcing ethically and, wherever possible, locally. These decisions shape solutions that not only serve our customers effectively but also contribute to a healthier, more sustainable future for everyone.

This document outlines how these commitments are embedded throughout The Traffic Group. It demonstrates the tangible ways we align our work with our chosen SDGs, reinforcing the values that guide us and our dedication to creating lasting, responsible positive impact.



3.2 SDG ICONS EXPLAINED

GOAL	CATEGORY	DEFINITION
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Society	Ensure healthy lives and promote well-being for all at all ages.
 <p>4 QUALITY EDUCATION</p>	Society	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

GOAL	CATEGORY	DEFINITION
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Economy	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	Economy	Make cities and human settlements inclusive, safe, resilient and sustainable
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Economy	Ensure sustainable consumption and production patterns.

We will ensure we are transparent with our progress through annual updates on contributions towards each of these goals.

Sustainable Development Goals

We've added icons to sections that are aligned with our sustainable development goals, look for them at the top of each page.



Good Health and Well-Being



Quality Education



Industry, Innovation and Infrastructure






Sustainable Cities and Communities





Responsible Consumption and Production

3.3 SUMMARY OF ACTIVITIES

	WASTE & WATER	SUSTAINABLE VALUE CHAINS	DECARBONISATION	COMMUNITY RESPONSIBILITY	SKILL DEVELOPMENT & KNOWLEDGE SHARING
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<ul style="list-style-type: none"> Filtered water provided through dispensers across all sites All waste collected through external providers. All waste is segregated into waste types. End of shift standards increase ownership of work areas. 	<ul style="list-style-type: none"> Policies on Modern Day Slavery and Human Trafficking, Conflict Minerals, Anti-bribery, Equal Opportunities; in place at all businesses and aligned at Group Level. 	<ul style="list-style-type: none"> Hybrid working arrangements where possible to reduce travel and improve wellbeing. 	<ul style="list-style-type: none"> Working with Royal National Institute of the Blind to develop AGD's award-winning Cone B tactile. Several employees across the Group support local initiatives through voluntary activities. 	<ul style="list-style-type: none"> CareFirst employee support available. H&S training provided to all employees. Work instructions for Assembly across The Traffic Group improve the ability to work autonomously.
 <p>4 QUALITY EDUCATION</p>	<ul style="list-style-type: none"> Employees educated on the correct waste process. 	<ul style="list-style-type: none"> Reusable transportation packaging developed for TGS controllers has raised awareness of environmental improvements. Periodic Supplier assessments identify environmental maturity. Working with key AGD customers to reduce the number of deliveries and optimise packing/shipping batch sizes. 	<ul style="list-style-type: none"> Supplier's deliveries scheduled to reduce number of individual journeys. 	<ul style="list-style-type: none"> Specially made equipment donations to educational organisations. IT equipment donations to IT Schools Africa. IT equipment donations to Wiltshire Digital Drive. First Shoots starter pack donated to local school. TGS Employee support school improvements and initiatives through the role of School Governor. 	<ul style="list-style-type: none"> 2 employees studied UG Business Management degree alongside their full-time roles. University Placement offered within AGD. 2 Engineering apprenticeships as part of AGD's local schools recruitment initiative. Contact with local schools for recruitment. Accounting Qualification as part of AGD employee development. 2 work experience placements within TGS.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> Implementation of digital work instructions to reduce paper in production. Assembly records converted to digital records from paper as part of TGS manufacturing. 	<ul style="list-style-type: none"> TGS Signal head supplier uses old signal heads to manufacture new ACM signal head. New version of MAV's AIQ reduces metal supply. 	<ul style="list-style-type: none"> Continuously improve product energy efficiency in conjunction with AGD's design team. MAV's ANPR Technology used in Bristol Low Emission Zone. 	<ul style="list-style-type: none"> AGD sponsoring of Cheltenham Design Festival. The Traffic Group participated in Government-supported regulation reviews. Increased R&D Investment through expansion of AGD's engineering team. 	<ul style="list-style-type: none"> Produce training videos and on-line training sessions and aids for customers to reduce customer face-to-face visits. STEM Ambassador in Senior Management Team. MAV participated in Big STEM challenge. ARTSM Membership, with executive board representation. Significant contribution to industry guidance through the Traffic Groups participation.

3.3 SUMMARY OF ACTIVITIES

	WASTE & WATER	SUSTAINABLE VALUE CHAINS	DECARBONISATION	COMMUNITY RESPONSIBILITY	SKILL DEVELOPMENT & KNOWLEDGE SHARING
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<ul style="list-style-type: none"> Local companies used for Waste collection. Gloucestershire recycling Centre for AGD's surplus gaskets. Reduction in waste to Landfill across the Group. 	<ul style="list-style-type: none"> Working with Suppliers to reduce packaging and other waste. Reusable transportation packaging developed for TGS controller supplier. Plastic signal head supplier uses old signal heads to manufacture new TGS ACM signal head. Preference of locally-based suppliers reduces transport emissions. 	<ul style="list-style-type: none"> 4 AGD employees switched to EV vehicles and make use of on-site renewable charging facilities. Additional TGS Fleet Depots reduces travel distance to deploy signals. 	<ul style="list-style-type: none"> Funds donated to youth football Teams at both MAV and TGS Changing outdated 'master' and 'slave' terminology on TGS traffic signals. Annual donations to local charities; from both the company and individuals. AGD portfolio contains a full suite of products designed to improve road safety, particularly for pedestrians and cyclists. 	<ul style="list-style-type: none"> Senior Management part of working group within ARTSM which supports industry improvements. The Traffic Group presented paper to JCT Symposium on the importance of efficient traffic signalling and the correlation with emissions.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> External lighting switched off overnight. Delta Works built with air source heat pumps and solar PV panels. 'Gravity fit' aluminium castings for AGS products. Paperless Production at TGS. TGS ACM product offering of upgraded old signals. TGS Flexible Plastic & Polystyrene recycling. Packaging is 95% cardboard. 	<ul style="list-style-type: none"> Encouraging reduction in supplier packaging. Reusable transportation packaging developed for TGS controller supplier. Plastic signal head supplier uses old signal heads to manufacture new ACM signal head. New version of MAVs AIQ reduces metal supply. 	<ul style="list-style-type: none"> Flourescent lighting in AGD operations building replaced with LED. Solar Panels on Manufacturing Unit at TGS and AGD. Green Energy received across the Group. AGD and TGS fleet expanding to electric vehicles. Purchase of new Electric company vehicles at AGD. 	<ul style="list-style-type: none"> TGS employee supports local school as Chair of Finance and Risk committee; this actively monitors the schools energy usage for cost saving and environmental benefits. Waste correctly segregated and disposed of through approved contractor. 	<ul style="list-style-type: none"> Products are manufactured according to a schedule, thereby preventing over production. TGS Customers informed of upgrade scheme which extends life of Signals. Recycling guides included with many products.

3.4 DELTA WORKS

A New Chapter

We were proud to open our new premises in January 2025, a state of the art facility designed to support our Traffic Group Signals professional services division, AGD Systems commercial team and other business functions in a multi-purpose, flexible workspace.

Designed with sustainability in mind, it uses environmentally friendly materials, air source heat pumps and solar arrays to provide clean energy with minimal impact.

Located adjacent to our existing estate, Delta Works marks the expansion of the Group in Gloucestershire, elevating the region's reputation for industry-leading engineering and technology. The building was designed by local architects, contracted to local construction firms and since opening has created a number of high value career opportunities for local people.



Air source heat pumps



Sustainable materials



45Kw solar array

Delta Works marks the expansion of our Cheltenham campus and the start of a period of continued growth for The Traffic Group

3.5 MADE IN BRITIAN

Representing the Best of British Manufacturing

Being officially certified as Made in Britain is more than a badge of origin – it is a mark of trust, quality, and responsible manufacturing. For our customers, this certification provides clear assurance that our products are ethically produced, backed by rigorous standards, and built with the engineering expertise the UK is known for. It reinforces confidence in product reliability, supply-chain integrity, stability, and consistent long-term support.

In the international market, the Made in Britain mark strengthens our competitive position. British manufacturing is widely respected for its technical excellence, innovation, and adherence to high regulatory standards. Displaying the mark signals to global partners that our products meet these expectations, helping to open new commercial opportunities and strengthen export relationships.

We are proud that TGS, AGD, and MAV have all successfully completed their Made in Britain registration. This achievement unites our brands under a recognised symbol of UK manufacturing excellence, demonstrating our shared commitment to quality, transparency, and delivering trusted solutions to customers at home and around the world.



3.6 AWARDS

Green Apple Award

The Traffic Group was proud to have been awarded the Gold Green Apple Award for Environmental Sustainability in 2023. This honour recognizes our commitment to implementing innovative and responsible environmental practices that reduce our ecological footprint.

Through various initiatives, we have prioritized sustainability in our operations, from developing eco-friendly products to enhancing energy efficiency. This award not only acknowledges our achievements but also motivates us to continue leading in environmental responsibility within our industry.



Award Finalists

Parking Technology Award

British Parking Awards 2025

Family Business of the Year

Lloyds British Business Excellence Awards 2025

Product of the Year

Highways Awards 2025

Small Project of the Year

Highways Awards 2025

Better Safety Through Technology

ITS Awards 2025

Better Integration Through Technology

ITS Awards 2025



4. REPORT

4.1 NUMBERS AT A GLANCE

1836 tCO₂
total emissions



First full Group-wide GHG baseline across Scopes 1, 2 & 3, establishing a benchmark for future reductions.

85% total emissions are scope 3

Supply chain activities dominate the carbon footprint, with procurement alone ~80% of Scope 3 emissions.

CARBON POSITIVE HQ



New Cheltenham facility generates more energy than it consumes using air-source heat pumps and a 45kW solar array.

»→ TARGETING @
ZERO WASTE
TO LANDFILL

with current initiatives we aim to be zero-waste-to-landfill by the end of the next period

OVER 36 tonnes recycled annually

Equivalent to the weight of six African elephants, with ~68% of all waste recycled.



39.7 tonnes of waste diverted from landfill

Through improved recycling, remanufacturing and waste-stream separation.



35 company vehicles across the group

With fleet emissions totalling 137.7 tCO₂e.

14% of the fleet is electrified

Including 57% of AGD vehicles now electric.

Renewable electricity in use across sites



Supported by on-site generation and green energy suppliers.

OVER **60,000**
products sold annually


Supporting smarter, safer and more efficient transport networks worldwide.

1,996 products repaired or refurbished in 2025
Extending product life and reducing material demand.

150+ EMPLOYEES
ACROSS 7 LOCATIONS
BACKED BY 200+ YEARS OF COMBINED EXPERTISE
AND 20+ ENGINEERING PATENTS.

14% Weight reduction
in MAV's AiQ camera

New AiQ camera weighs 0.4kg less, cutting material use and transport emissions per unit.

 **95%**

of packaging is cardboard
Supporting recyclability and reduced plastic use across operations.

4.2 DIRECTOR'S SUMMARY

Year One Emissions Benchmark

The Traffic Group's first complete greenhouse gas (GHG) accounting cycle provides a baseline year against which all future sustainability progress will be measured. Using the Greenhouse Gas Protocol and UK Government Conversion Factors, we now have full visibility of our emissions across Scopes 1, 2 and 3, totalling 1,836 tCO₂e for the Group.

This is an essential milestone. While the figures clearly highlight areas requiring improvement, they also give us the clarity needed to make informed, targeted decisions. This is the foundation for a more sustainable operating model across the entire Group.

This first benchmark confirms that we have significant work ahead, but it also provides a roadmap. The insights are clear:

- Fleet decarbonisation.
- Energy strategy improvements can deliver short-term gains.
- Supply-chain transformation is essential for long-term impact.

TTG is committed to achieving the UK Governments objective of net zero by 2050. In order to align the Group with this we have set a target of a 300 CO₂ tonne reduction by 2030, this equates to a 4% reduction per year *



Key Insights

Scope 1 – Direct Emissions (185 tCO₂e total)

Scope 1 emissions come primarily from company vehicles, which represent more than 74% of all direct emissions. Facility-linked emissions are comparatively lower, though still notable for AGD and TGS.

What this means:

Our vehicle fleet presents one of the most immediate opportunities for reduction through electrification, route optimisation, and improved utilisation.

Scope 2 – Indirect Energy Emissions (50.86 tCO₂e total)

Scope 2 emissions relate entirely to electricity consumption across our three businesses.

What this means:

While Scope 2 emissions are smaller than other categories, the shift toward renewable energy contracts and on-site generation could deliver quick, meaningful reductions.

Scope 3 – Wider Value Chain Emissions (1,601.07 tCO₂e total)

Scope 3 clearly represents our largest challenge, accounting for over 85% of the Group's emissions. The dominant contributor is procurement, representing nearly 80% of all value-chain emissions.

What this means:

Supply-chain engagement must become central to our sustainability strategy. A structured supplier assessment framework and low-carbon material choices will be essential.

4.3 SCOPE REPORT

This report outlines the organisation's greenhouse gas emissions across Scope 1, Scope 2 and Scope 3, providing a comprehensive view of our environmental impact. It summarises direct emissions from owned or controlled sources, indirect emissions from purchased energy, and wider value-chain emissions associated with our activities. By presenting emissions data across all three scopes, the report supports transparency, helps identify key sources of impact, and informs actions to reduce emissions and support long-term sustainability goals.

Scope 1

	AGD	MAV	TGS	TTG
Company Facility Emissions	5.74 tCO ₂ e	0 tCO ₂ e	41.59 tCO ₂ e	47.33 tCO ₂ e
Company Vehicles	6.60 tCO ₂ e	0 tCO ₂ e	131.08 tCO ₂ e	137.67 tCO ₂ e

Scope 2

	AGD	MAV	TGS	TTG
Emissions from Energy Consumption	17.59 tCO ₂ e	12.94 tCO ₂ e	20.33 tCO ₂ e	50.86 tCO ₂ e

Scope 3

	AGD	MAV	TGS	TTG
Category 1 - Procurement	241.99 tCO ₂ e	100.32 tCO ₂ e	935.58 tCO ₂ e	1277.89 tCO ₂ e
Category 3 - T&D losses	1.54 tCO ₂ e	1.14 tCO ₂ e	1.80 tCO ₂ e	4.47 tCO ₂ e
Category 5 - Waste	0.06 tCO ₂ e	0.16 tCO ₂ e	112.18 tCO ₂ e	112.40 tCO ₂ e
Category 6 - Business Travel	22.55 tCO ₂ e	27.24 tCO ₂ e	5.49 tCO ₂ e	55.28 tCO ₂ e
Category 7 - Commuting & home working	90.32 tCO ₂ e	34.01 tCO ₂ e	26.70 tCO ₂ e	151.03 tCO ₂ e
Scope 1,2 &3 TOTALS	386.39 tCO₂e	175.81 tCO₂e	1274.75 tCO₂e	1836.93 tCO₂e

4.4 EMISSIONS

We will be using the Green House Gas Protocol’s methodology for GHG accounting to communicate our decarbonisation efforts. Emission figures will use the unit CO₂e to encompass equivalent GHGs, and calculated using the UK Government Conversion Factors¹.

Emissions Breakdown by Business

	AGD	MAV	TGS	TTG (total)
Emissions	29.93	12.94	192.99	235.86 tCO ₂ e
CO ₂ per £1m of Turnover	1.95	1.47	14.85	18.26 tCO ₂ e

Emissions by Fleet

	AGD	MAV	TGS	TTG (total)
Number of Vehicles	7	0	28	35
Emissions	6.6	0	131.07	137.67 tCO ₂ e
CO ₂ per Vehicle	0.94	0	4.68	3.93 tCO ₂ e
Fleet Electrification ²	57%	0%	4%	14%

¹ Source: www.gov.uk/publications

² Hybrid vehicles are counted as 1/2 electric.



“The new Delta Works in Cheltenham has been created as a Carbon Positive building, with air source heatpumps and a 45kW solar array, helping support and offset our other sites and as a template for future development.”

Maxine Hutchinson
Managing Director of Traffic Group Signals

4.5 WASTE

This report provides an overview of waste generated across the business, with a focus on general waste, mixed recycling and Waste Electrical and Electronic Equipment (WEEE). The data is broken down by business area to highlight patterns in waste production and disposal, support greater transparency, and identify opportunities to improve waste management practices. By understanding how different parts of the organisation contribute to overall waste, this report aims to inform more effective reduction, reuse and recycling initiatives going forward.

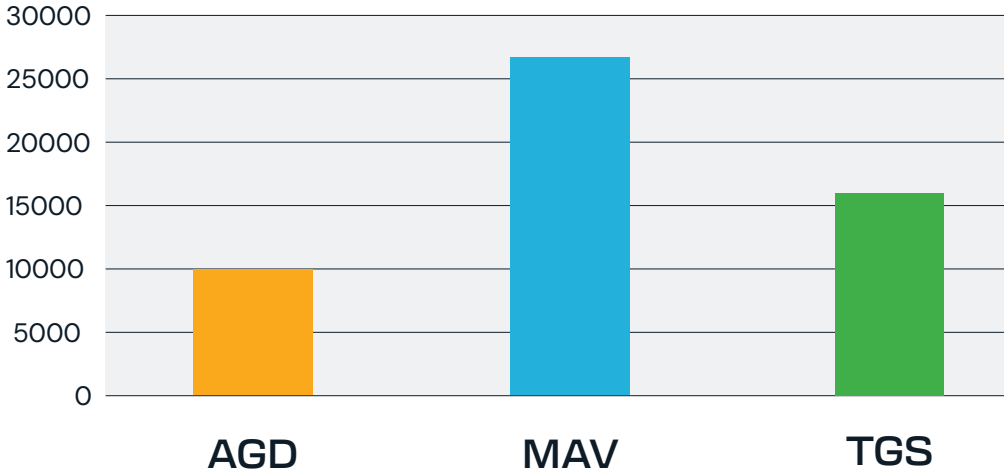
Waste

	AGD	MAV	TGS	TTG (total weight)
Waste by Site Turnover (tonnes/£1m)	0.63	2.95	1.35	4.93 Tonnes ³
General Waste	2.19	12.68	0.69	15.56 Tonnes ³
Mixed Recycling	6.93	12.68	16.40	36.01 Tonnes ³
WEEE Hazardous Waste	0.53	0.56	0.40	1.49 Tonnes ³

³This is weight and not calculated with CF

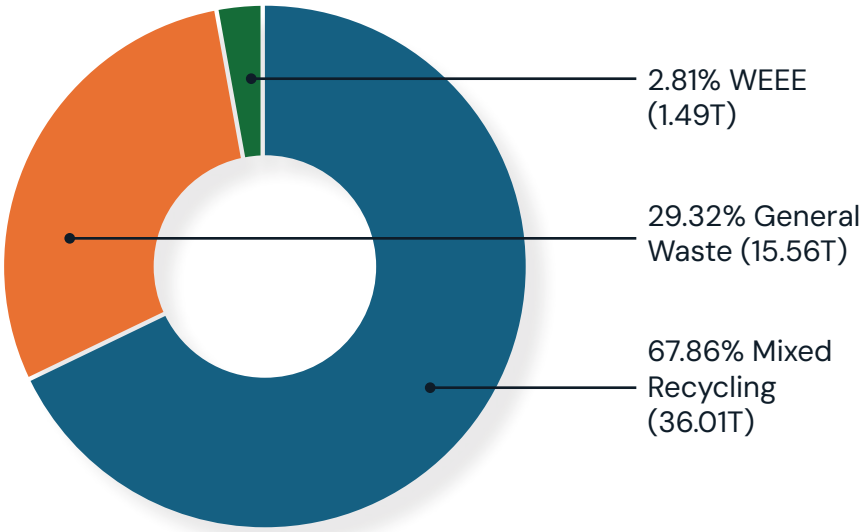
4.5 WASTE CONT.

TTG Annual Waste Tonnes



“ We recycled over 36 Tonnes of waste, which is equivalent to the weight of six African Elephants. ”

TTG Waste Streams



■ Mixed Recycling ■ General Waste ■ WEEE

4.5 WASTE CONT.

	AGD	MAV	TGS	TTG (total)
Average total mass of annual waste	9.66	25.92	17.49	53.07
Average mass of waste to landfill	0	12.68	0.69	13.37
Average mass of waste diverted from landfill	9.66	13.24	16.80	39.70
Average mass of waste generated per £1m turnover	0.63	2.95	1.35	4.93
Number of products repaired and refurbished	587	1085	324 ⁴	1996

⁴Value for Controller Repairs and Full Product Upgrade only

4.5 WASTE CONT.

Progress in 2025

Reducing waste was a clear top priority when we asked our team for feedback on our CSR efforts. As a result, significant effort has been put in to reducing waste, saving well in excess of a tonne of waste per month on average.

- MAV introduced plastic recycling to their remote location, previously thought unattainable.
- AGD introduced polystyrene recycling, becoming zero-waste-to-landfill.
- TGS introduced mixed recycling at Pike Works and flexible plastic recycling across manufacturing sites, targeting zero-waste-to-landfill.

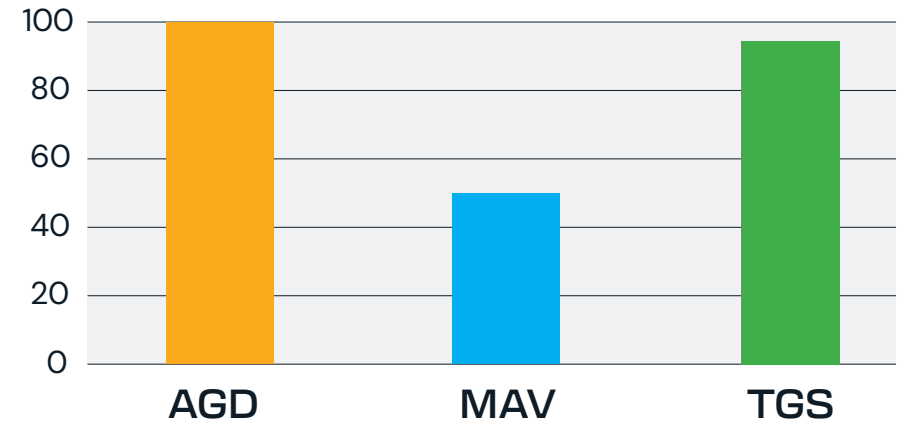
We're targeting Zero-Waste-to-Landfill

At the beginning of the period, we minimised waste to landfill to only 13.37 tonnes. Since then, our initiatives are now such that at the end of the next period, we aim to achieve Zero-Waste-to-Landfill.

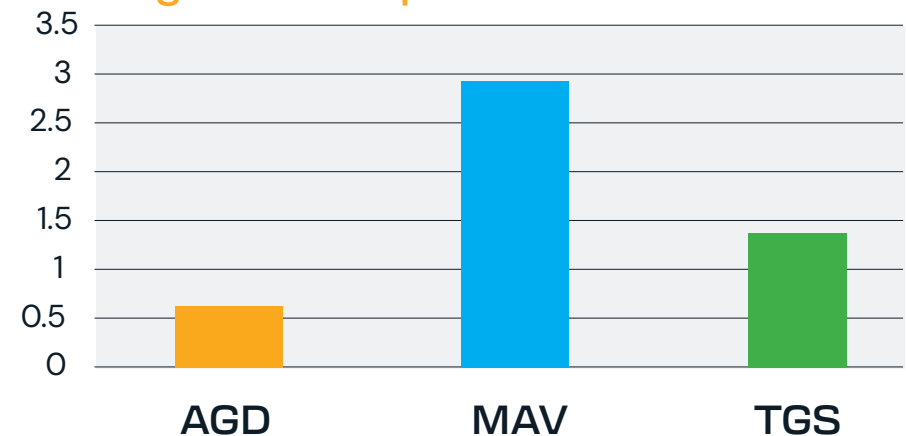
Water

Our water use mainly comes from general facilities, kitchen use, and cleaning company property. We made the decision to focus on waste reduction within our reporting and will evaluate the feasibility of recording Group water consumption for future periods.

% Waste diverted from Landfill



Average mass of waste generated per £1m turnover



4.6 DECARBONISATION

This decarbonisation report sets out the organisation’s progress and priorities in reducing carbon emissions, with a particular focus on company vehicle emissions and fleet electrification across the business. It brings together emissions data across Scope 1, Scope 2 and Scope 3 to provide a clear picture of where carbon impacts arise and how they are being addressed. By reviewing the current status of fleet electrification by business area, the report highlights progress made to date and identifies further opportunities to accelerate the transition to lower-carbon operations.

	AGD	MAV	TGS	TTG (total)
Scope 1 emissions	12.34	0	172.66	185
Scope 2 emissions	17.59	12.94	20.33	50.86
Scope 3 emissions	356.6	162.9	1081.74	1601.21
Renewable energy generation on-site	33	0	0	33
Scope 1 &2 emissions per £1m of turnover	1.95	1.47	14.85	18.27
EV Charging points	4	2	5	11
CO ₂ per company vehicle	0.94	0	4.68	5.62
Statistics on company vehicle electrification	57%	n/a	4%	14%
Solar PV Generation	33	0	15	48 kWh



“Our vehicle fleet presents an opportunity for reduction through electrification, route optimisation, and improved utilisation.”

Jonathan Brook
Group Managing Director of The Traffic Group

4.7 ELECTRIC VEHICLES

AGD'S ECO WARRIOR

"I believe in the technology"

As a product technician, it's no surprise that Sandel is interested in the advanced technology that comes with an EV. For example, on icy mornings, you can pre-schedule the car to defrost itself and warm up, so it's a quick and comfortable drive as soon as you're ready to leave the house.

Without the cost of maintenance, filters, engine oil and of course petrol or diesel, running the EV is much cheaper than a combustion vehicle. Sandel estimates that it costs around £15 to charge for 200 miles, and he charges it three times a week. Previously, he was spending £180 a week on diesel just to commute to work.

When it comes to charging, Sandel recommends that you treat the EV like a phone. Once you get used to it, you just come home and plug it in, and set it to charge at a time when the energy rates are low.

For anyone considering switching to an EV he says that "range anxiety will pass, as you learn to handle things differently", and that he thoroughly recommends making the change.



TGS CAUSES A BUZZ

Traffic Group Signals have added a fully electric VW Buzz to its fleet, a perfect vehicle for moving smaller loads between depots.

In an industry where traditional goods vehicles haven't yet caught up with the car industry it's a step forward to start adding more EV's to our mix of vehicles.



MAV'S EV JOURNEY

"An easy, tax-efficient way of buying a car"

■ Tracey Silk – Finance Director at MAV Systems

After experiencing the benefits of owning an electric vehicle herself, Tracey introduced an initiative designed to make switching to EVs easier and more accessible for employees. The aim is to reduce the environmental impact of commuting by supporting the move away from petrol and diesel cars.

By removing common barriers such as high upfront costs, ongoing maintenance concerns and access to home charging, the scheme helps staff transition to cleaner transport sooner than they might otherwise be able to.

This support makes choosing an electric vehicle a more practical and confident step, helping to address concerns around affordability and range anxiety, while encouraging a positive change for the environment.



"It's far nicer to drive. It's quieter, smoother, and less stressful."

■ Richard Porter – Head of Engineering, MAV Systems

Richard finds his Peugeot E-208 EV to be a more pleasant driving experience than his previous petrol or diesel cars. It's 'nippy' and far quicker than his old petrol car. But it's also quiet, smooth, and convenient.

'Convenient' is not always a word associated with EVs, but when you've cracked the charging, there's no need to visit petrol stations ever again, and it works out cheaper than a petrol or diesel car.

Richard's current EV is his first, but he says it won't be his last. "I'm now converted."





5G AGD SYSTEMS



AGD SYSTEMS

Company Highlights

Our Group tagline, “Safer, Greener, More Efficient,” is not merely a marketing phrase but the core philosophy that drives the decisions we make and the products we deliver.

We develop our people through innovation and collaboration, creating customer-centric products and a strong framework for process and governance, while remaining committed to making a positive impact on our world and environment.

This focus is foundational to the trust we build with our stakeholders and is essential for achieving long-term, sustainable success.

It is our promise to our customers, our community, and our team.

Dawn Woodward

Managing Director, AGD Systems

Company Highlights



57% of all company vehicles are now electric



ITS UK Award Winner for Tactile Cone B



Real Living Wage Employer



INTRODUCTION

As part of AGD’s wider Operational Excellence strategy, the business continues to invest in the growth and development of its production team, providing structured training, clear career pathways, and exposure to new technologies & systems such as LYNQ MES and Collaborative Robotics.

These initiatives are central to AGD’s ongoing Lean and Continuous Improvement journey, ensuring that people, processes, and systems evolve together. The stories below highlight three employees who have progressed into key technical and leadership roles through dedication, learning, and a shared drive for excellence in manufacturing.

ESTHER BELL

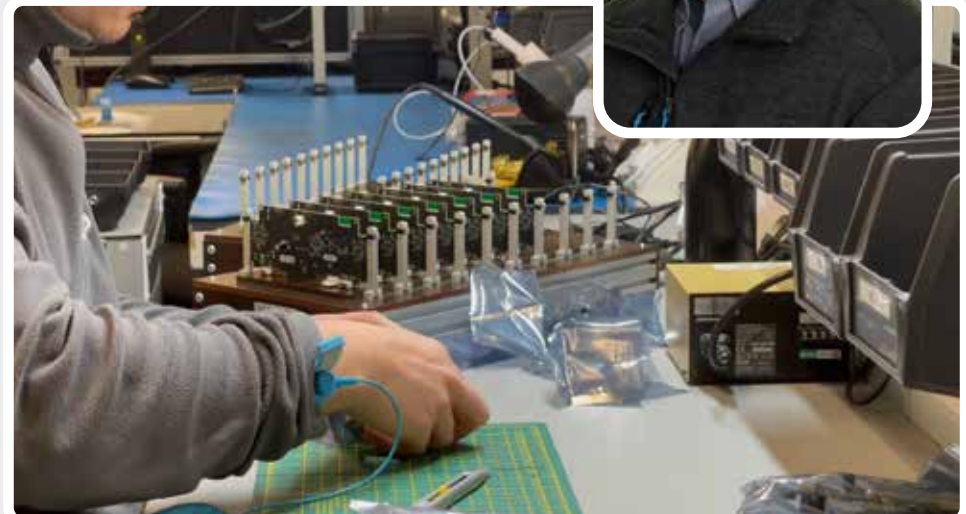
Esther volunteers at Scrubditch Care Farm, working alongside vulnerable adults and assisting them with feeding animals and tending to the vegetable patches.

The experience is deeply rewarding, offering valuable time outdoors and providing a humbling perspective on meaningful, community-focused work.



THOMAS HAMMOND

Thomas joined AGD in 2020 as a Production Operative and quickly established himself as a reliable and capable member of the team. His strong product knowledge, calm leadership style, and commitment to maintaining high standards on the shop floor led to his promotion to Production Team Leader in May 2025, succeeding Joyce Cox following her retirement after nearly 25 years in the role. Thomas now oversees production scheduling and day-to-day coordination across AGD’s assembly lines and supporting continuous improvement initiatives. He has been instrumental in driving improvements in layout, efficiency, and quality through AGD’s ongoing Lean and 5S programmes.



TOM HUBBARD

Tom began his career with AGD in 2013 as an apprentice within Production and has steadily advanced through the business, becoming an Electronics Technician after completing his HNC in July 2018. He is now progressing in his career as a Trainee Production Engineer, supporting both the Engineering and Production teams in developing and improving manufacturing processes, work instructions, and tooling. Tom has made valuable contributions to AGD's Manufacturing Execution System (MES) implementation and digital work instruction (VKS) projects, while gaining hands-on experience in process design, new product introduction, and production support as he works towards his HND in Mechanical & Electronics Engineering.



AARON BRAZINGTON

Aaron joined AGD as a Production Operative in 2020, where his attention to detail and enthusiasm for problem-solving quickly stood out. He successfully led the implementation of AGD's Collaborative Robot (Cobot) project and in 2025, progressed into the role of Production Support Technician, providing vital technical and operational assistance across the production floor.

In his current position, Aaron also oversees AGD's Service Centre, ensuring efficient handling of product testing, repairs, and customer returns. His role bridges production and engineering, supporting fault finding, process improvement, and the introduction of new automation technologies. Aaron's proactive approach and willingness to learn have made him a valued contributor as AGD continues to modernise its manufacturing systems



IMPROVING ACCESSIBILITY

AGD Tactile

AGD has partnered with Norfolk County Council and Vision Norfolk to carry out the first trial installation of the improved tactile cone, known as Cone B.

The device has been installed at the junction of Magdalen Street and Edward Street in Norwich. Throughout the trial, Vision Norfolk’s nearby team has played an important role by providing ongoing, valuable feedback.

Cone B is a major advancement on the traditional spinning tactile cone. Its upgraded spline design creates a more distinct texture, giving pedestrians a clearer and more responsive tactile signal. This is especially helpful for people with reduced fingertip sensitivity—whether due to age, medical conditions, or the need to wear gloves in cold weather—making road crossings easier and safer for vulnerable users.

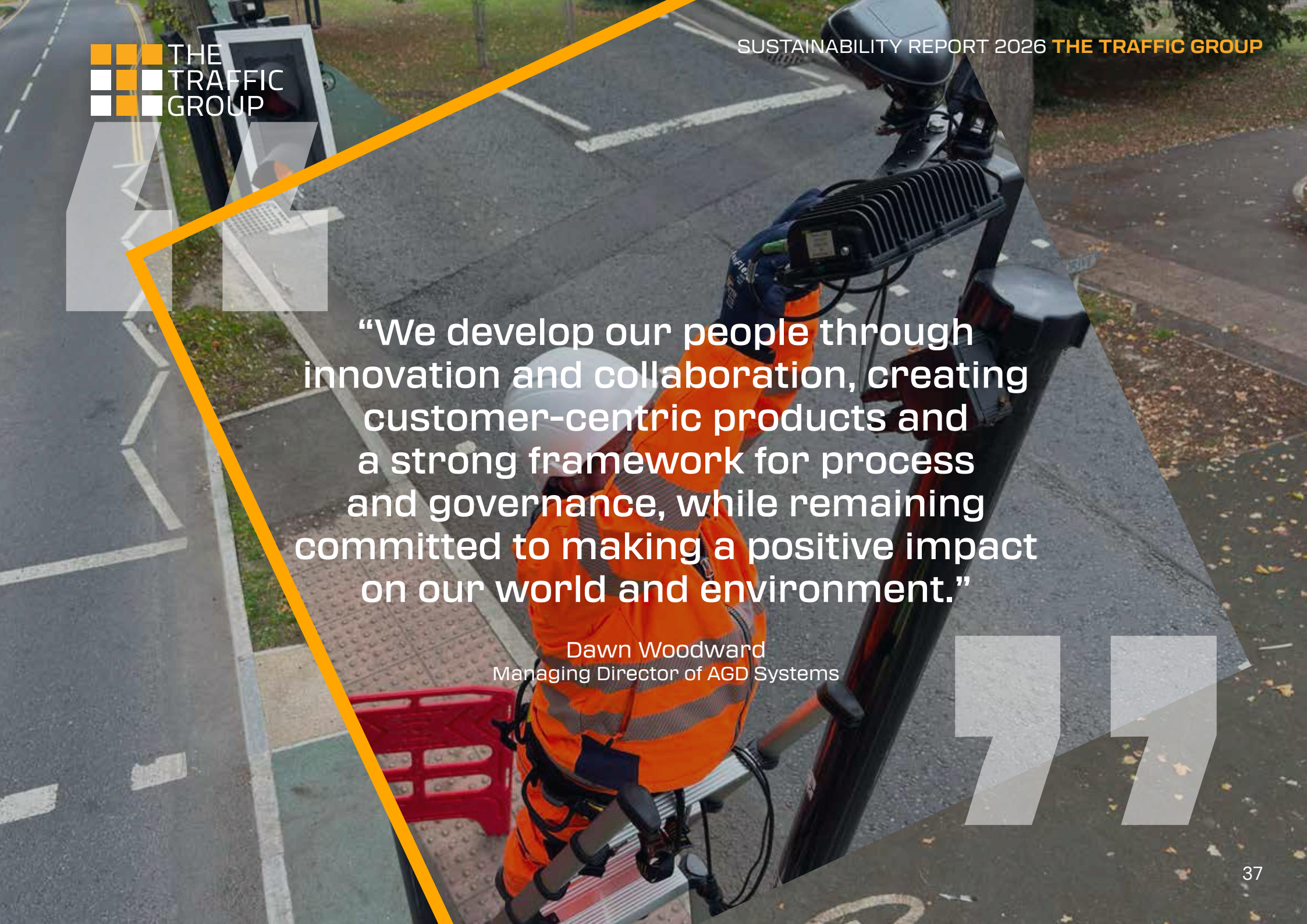
Feedback from Vision Norfolk has been very positive. Users reported that the enhanced tactile cone is noticeably easier to detect and operate, even when wearing gloves in difficult weather. Vision Norfolk is hopeful that more of these improved cones will be installed across the city to further enhance accessibility in Norwich.

“I’m thrilled that Norfolk is taking part in this trial of a system which in the future could really support those with visual impairments across the UK.”

■ *Cllr Graham Plant, Norfolk County Council’s Cabinet Member for Highways, Infrastructure, and Transport*

AGD’s Tactile Cone B went on to win the ITS UK award for “Better Mobility or Accessibility through Technology” at the ITS UK President’s Dinner and Awards in November 2024.





“We develop our people through innovation and collaboration, creating customer-centric products and a strong framework for process and governance, while remaining committed to making a positive impact on our world and environment.”

Dawn Woodward
Managing Director of AGD Systems

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5.2 TRAFFIC GROUP SIGNALS



TRAFFIC GROUP SIGNALS

Company Highlights

“We have built our company’s success on a foundation of strong ethics, environmental responsibility, and community welfare. This focus on corporate social responsibility (CSR) is integral to our business strategy, helping us create a sustainable future and nurture strong, lasting relationships with our customers and employees. Our efforts include fully transitioning all sites to renewable power, designing our head office as a carbon-positive building, and actively giving back to our local communities through regular charitable support and sponsorships.”

Maxine

Maxine Hutchinson

Managing Director, Traffic Group Signals



Company Highlights



First fully electric van brought into the vehicle fleet.



Sponsored Robin Park youth football team



Renewed end-of-life customer products into modernised, futureproof signals.





CAREER DEVELOPMENT

Skills Development & Knowledge Sharing

Traffic Group Signals is proudly supporting the next generation of engineers by appointing an Apprentice Test Engineer to provide hands-on experience and mentorship to aspiring talent.

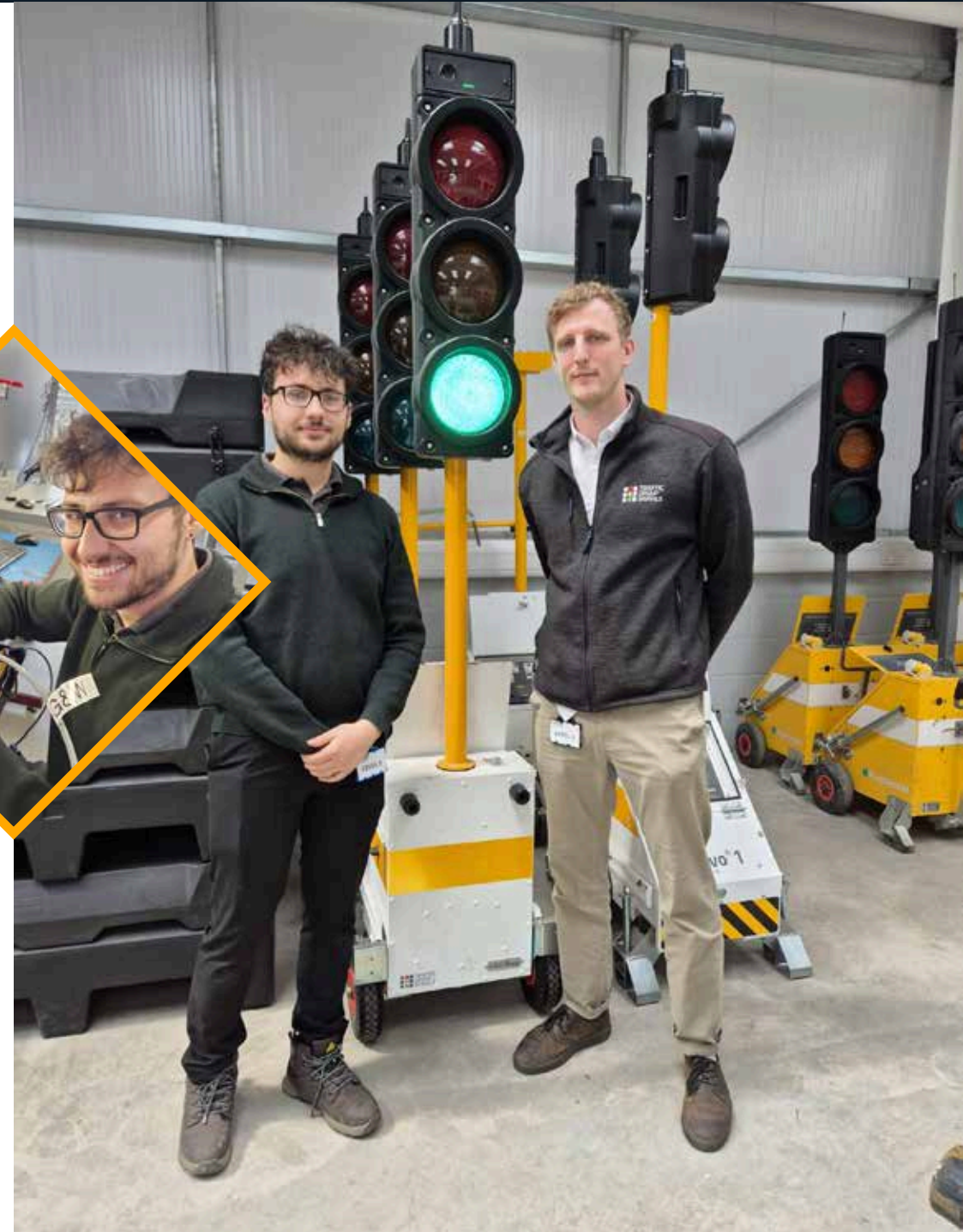
Daniel joined the company after deciding to pursue a career in traffic engineering. Having previously worked in the hospitality industry, Daniel saw the apprenticeship as the ideal opportunity to gain practical skills while learning on the job.

Since his appointment, Daniel has been immersed in a wide range of Traffic Group Signals projects to develop his technical skills. These projects range from factory acceptance tests and product development to pre-deployment checks for high-profile roadworks projects across the UK. This ongoing experience has allowed him to gain valuable insights and practical knowledge in a supportive environment.



“Having such a committed and experienced mentor in Tom, who is willing to share his knowledge and advice so openly, makes a huge difference. Every day brings something new, and I feel like I’m constantly growing personally and professionally – I can’t wait to see what the future holds!”

■ Daniel Kahal, Apprentice Test Engineer



FACTORY TOURS

Inspiring the Next Generation of Traffic Signal Engineers

Since Traffic Group Signals open its doors to visitors it's received a number of enquiries from school groups and individuals wanting to learn more about how temporary traffic signals are made and to experience the factory environment.

Alex, an 11-year-old boy from East Sussex, was welcomed to the Hollco factory in June after he enquired via the TGS website. Alex wanted to visit our Hollco factory to celebrate his 12th birthday and to develop his understanding of electrical engineering as part of his home-schooled education.

During his visit to our manufacturing facility, Alex learnt how we have reduced waste in our assembly process and the overall impact that has had on productivity and staff wellbeing. He was able to get a behind-the-scenes look at how our RadioConnect2 traffic signal is built, tested and prepared for delivery by our production team.

"The Group has always welcomed factory tour enquiries from school-age children with a keen interest in engineering. These tours not only inspire the next generation of engineers but also benefit our operations teams, who enjoy hosting visitors and making their tour memorable."

■ Will Credicott, Group Marketing Manager.



ADAM BRAZIER

As the Operations Manager for Traffic Group Signals, I encourage environmental control across manufacturing and operational processes and drive sustainability through lowering the carbon footprint of the overall business. This is achieved through collaboration with key stakeholders from Manufacturing and Engineering, and by sharing of ideas and success stories with MAV and AGD.



Outside of my professional role, I actively volunteer as a school governor and currently serve as Chair of the Finance and Risk Committee. In these capacities, I'm able to guide the Schools leadership through strategic decision-making, upholding of governance standards, and ensuring robust financial records and budget control, all of which contributes to both education and community wellbeing.

As a Mental health first aider, I also take part in regular sessions with MWAT (Men Walking and Talking); there are now close to 50 sessions across the country and are a great opportunity to support others around mental health, or just have a general chat.

For more information on men's mental health, scan QR code



HARPAL BHAMRA

As a Chief Engineer, I believe corporate social responsibility extends beyond workplace initiatives and into the actions we take as individuals within our communities.



Each week, I volunteer at my local Gurdwara to help prepare and serve langar, this is a free community kitchen run by all

Sikh Gurdwaras around the globe which offers meals to all visitors regardless of faith or background; within the local area it is relied on by the homeless and those sleeping rough. The making and serving of langar embodies the Sikh way of life; maintaining spiritual awareness through remembrance of the Divine, earning a living with honesty and integrity, and sharing their time and resources to support others.

Participating in langar requires teamwork and respect for process; principles which are closely aligned with those we rely on in engineering projects. My weekly service keeps me grounded, reminds me of the impact of small, consistent contributions, and motivates me to integrate the same spirit of service and inclusion into my professional work. Through this involvement, I aim to support a stronger, more connected community both inside and outside the workplace.

For more information about Sikh langar, scan QR code.



DAVID AYISI



David joined Traffic Group Signals in 2022 as an Assembler in the Technical Department. During his time David has been instrumental in the assembly process of the new TGS charger panel, and also supported with the transfer of the T2 Controller manufacture from AGD to Pike Works.

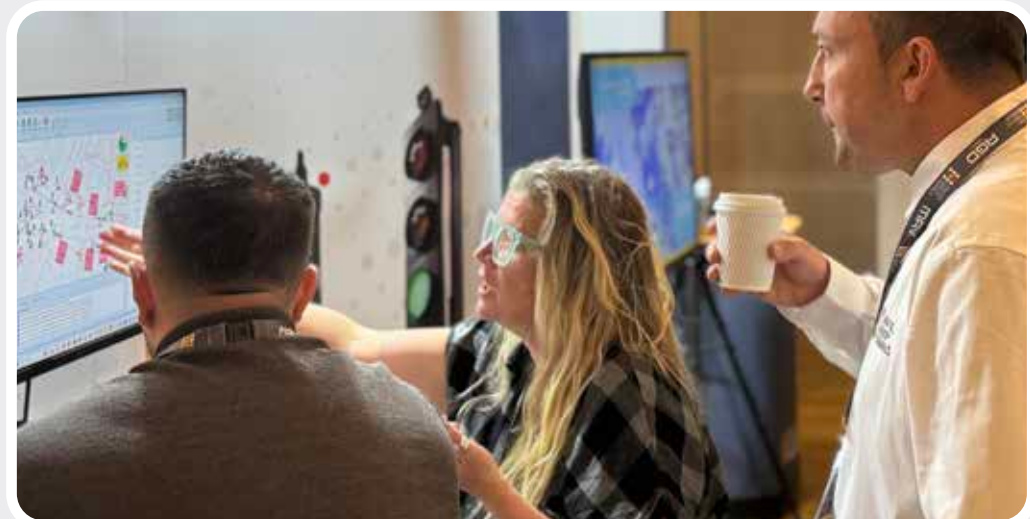
David was also the first winner of the Health and Safety Recognition award in 2025 by being the first employee to have achieved a 100% pass rate on all of his training courses over a 2 year period.

FAITH GATES

Faith joined in May 2025 as a Traffic Signal Engineer. Since starting, Faith has become involved with the Pro services team developing schemes to be produced in a safe and efficient manner. By making them efficient it demonstrates a comparable performance with permanent systems, with the maximum traffic flow with reduced traffic.

Improving the efficiency of the traffic flow helps with emergency service access and improves other connected junctions, whilst also reducing air pollution from idling vehicles. Faith also conducts training sessions with the Pro services team to ensure they fully understand the scheme design to improve operating safety, and has recently been instrumental in supporting with the creation of a training assault course. The training course will help with identifying potential issues with deployments and handling unplanned events.

Outside of work, Faith is part of the Taunton Soul Korfball team, and also a voluntary scout assistant working with children aged from 4 to 8 to teach about general outdoor activities and develop independence.





5.3 MAV SYSTEMS

MAV SYSTEMS

Company Highlights

“Since joining MAV Systems, I've been inspired by our team's strong commitment to sustainability, community engagement, and responsible innovation. Corporate Social Responsibility is integral to our identity.

With STEM (Science, Technology, Engineering and Mathematics) being a passion of mine, I am particularly impressed by our colleagues' enthusiasm for engaging in STEM activities with local schools to inspire young people to be curious and seek opportunities in STEM related jobs. Additionally, our work on community safety, such as raising awareness about ghost plates with the MP Sarah Coombes, highlights our dedication to using our expertise for public good.

Looking ahead, I'm excited to champion green initiatives that reduce our environmental impact and embed sustainability in our decisions. I'm proud to be part of a company where shared values drive meaningful action, and I look forward to advancing our CSR agenda.”



Andy

Andy Humphries

Managing Director, MAV Systems

Company Highlights



MAV AiQ leading the Industry in Ghost Plate detection



Finalists in 3 Major ITS awards in 2025



Sponsorship of Big STEM Challenge



GRASS ROOTS PROJECTS

4.1 Promoting healthy lifestyles and access to sport

MAV Systems made the generous donation of £1000 to youth football team, Milford Cobras, a Football Association (FA) affiliated club in Stafford.

The vital funds support the club in two different ways. Firstly, the money is being used to purchase rainproof tops and kit for the team, which feature the MAV systems logo. Secondly, the sponsorship enables the team to hire 3G pitches during the winter months, allowing them to train in a safe and dry environment, rather than having to use iced over, muddy pitches which can lead to potential injury or having to cancel training altogether.

The coaches of the team, James & Lee, have been able to give the team far more opportunities to improve and the sense of pride in their new kits is obvious.

We have found that supporting communities doesn't always have to be grand gestures, offering much needed help to deserving causes can be as simple as offering a young team a new football kit to be proud of or ensuring they can train when fields become unplayable. CSR is just a concept and we feel passionate about ensuring it means something.

The team is attended by the 10 year old son of MAV Systems colleague, Neil Dillon, who helped organise the sponsorship.

"The team are very excited by the arrival of the new sportswear and also hugely grateful that they have a guaranteed place to train during the months of poor weather."

■ Neil Dillon, Marketing Manager.



BIG STEM CHALLENGE

Inspiring future engineers

As part of MAV Systems' ongoing commitment to community engagement and the development of future talent, the company is a proud sponsor of the Big STEM Challenge.

The initiative encourages young people across Kent to explore science, technology, engineering and mathematics through hands-on projects and innovation challenges. By supporting this programme, MAV Systems helps provide students with opportunities to develop critical thinking, teamwork and problem-solving skills which are key attributes for the engineers and technologists of tomorrow.

This partnership reflects MAV's dedication to investing in education, inspiring the next generation and strengthening local communities through meaningful STEM engagement.



CASE STUDY - MAV IQ EOL

Smarter, Lighter ANPR Cameras

MAV Systems is committed to designing high-performance technology with a reduced environmental footprint. The transition from the legacy IQ camera (2.8 kg) to the next-generation AiQ camera (2.4 kg) demonstrates how innovative engineering can deliver the same trusted ANPR performance while reducing material use and supporting sustainability goals.



Key factors contributing to the lighter AiQ:

- Optimised enclosure: Redesigned camera housing uses less metal without compromising durability or IP68 weatherproofing.
- Integrated electronics: Consolidation of functions within the camera reduces the need for additional modules and ancillary components.
- Compact architecture: Smarter internal layout maintains full ANPR and dual-sensor functionality while minimising material use.

CSR impact:

- Material savings: 0.4 kg less per camera contributes to reduced embodied energy and lower environmental impact over the product lifecycle.
- Reduced transport footprint: Lighter units decrease shipping weight, improving logistics efficiency and reducing associated carbon emissions.

“By upgrading to the AiQ platform, MAV Systems delivers an advanced, AI-capable ANPR solution that is lighter, more efficient and environmentally conscious. This initiative reflects MAV’s broader CSR commitment to sustainable design, resource optimisation and reducing the environmental footprint of its products.”

Andy Humphries
Managing Director of MAV Systems



CLOSING THOUGHTS

The Traffic Group Sustainability Report 2025 marks a significant milestone in the Group's sustainability journey, setting out a clear baseline for environmental, social and governance performance while demonstrating strong momentum for the future.

Over the past year, The Traffic Group has taken decisive steps to embed sustainability into the heart of its operations. The completion of its first full greenhouse gas accounting cycle provides a transparent and credible foundation against which future progress will be measured. This data-driven approach enables the Group to prioritise action, focus investment, and track meaningful year-on-year improvement across Scopes 1, 2 and 3 emissions.

A major highlight of the year is the opening of **Delta Works**, a carbon-positive facility powered by air source heat pumps and a 45kW solar array. Generating more energy than it consumes, Delta Works not only reduces the Group's operational footprint but also serves as a template for future sustainable development. Alongside this, the Group has expanded the use of renewable energy, increased on-site EV charging, and made tangible progress toward fleet electrification.

Waste reduction has been another clear success. Through improved recycling streams, remanufacturing initiatives, and operational changes, The Traffic Group has achieved **zero waste to landfill**, diverting the majority of waste into recycling or energy-from-waste schemes. These actions demonstrate how practical, everyday improvements can deliver substantial environmental benefits at scale.

Beyond environmental performance, the report highlights a strong commitment to people and communities. Investment in apprenticeships, skills development, education partnerships and STEM engagement is helping to build the next generation of engineers, while community initiatives and charitable support reinforce the Group's social impact. Innovations such as AGD's award-winning tactile cone and MAV's lighter, more efficient AiQ camera show how inclusive design and responsible engineering can improve safety, accessibility and sustainability at the same time.

Looking ahead, The Traffic Group is clear-eyed about the challenges that remain, particularly around supply-chain emissions, but is well positioned to address them. With robust data, a collaborative culture, and a growing portfolio of low-carbon technologies, the Group is ready to work with suppliers, customers and partners to drive collective change.

In summary, the Sustainability Report 2025 reflects an organisation that has moved from intent to action. With strong foundations now in place, The Traffic Group is confident in its ability to continue building a **safer, greener and more efficient future**, turning ambition into measurable progress in the years ahead.

A handwritten signature in black ink that reads "Jonathan".

TOGETHER, MANY SMALL EFFORTS CREATE REAL ENVIRONMENTAL CHANGE.



Small efforts carry the possibility of growth and transformation towards an overall improvement, we invite you to work with us to help drive a safer, greener and more efficient future for transportation.



GET IN TOUCH

To be connected with a Traffic Group expert, contact us at: hello@traffic.group

Learn more about our sustainability journey, please visit: www.traffic.group/sustainability

