Sustainability Policy

November 2026

1. Introduction

High Speed Training Limited (HST) has been a trusted online training provider to over 4 million users since 2007, and is employee owned. We are committed to positive social and environmental impact on the world around us. We measure these to guide our focus and initiatives, which helps reduce any negative impact from our business operations.

This policy outlines our approach to ethical business responsibility, under the key themes of **E**nvironment, **S**ocial, and **G**overnance. It applies to all colleagues, contractors, suppliers, and partners of HST.

2. Purpose

"Our company is dedicated to keeping people safe."

We help people gain the knowledge, skills and confidence to prevent harm and protect wellbeing in their workplaces and communities. We enable individuals and organisations to create safer, fairer and more compliant workplaces and communities. Through accessible online learning, we help people take informed action — whether it's a teacher spotting a safeguarding concern, a chef preventing contamination, or a site manager leading a safer team.

3. Values

We seek to empower and protect both individuals and organisations through accessible, high-quality training while operating in a way that protects the planet, respects people, and promotes ethical governance. We are guided by our core values to achieve this:

- We are all learners too
- We build a company together
- We are a team beyond our own four walls
- We leave things better than we found them

You can read more about our values here, and how they shape our work to make High Speed Training a force for good.

4. Environmental Responsibility (E)

We care about reducing our negative impact on the planet and nurturing our natural environment. We demonstrate this through the following:

Measuring our Carbon Footprint	• We conduct annual measurements of scopes 1, 2 and 3. • We have an internal committee tasked with emission reduction and internal education. • We actively engage with our supply chain through an annual survey, to align where possible with responsible businesses, and reduce our emissions over time.
Waste Management & Recycling	• We have a robust recycling programme at our Ilkley office for food, paper, plastics and glass. • We use a responsible carbon neutral waste management company. • We use a reputable third party to recycle and repurpose our surplus tech products for social good.
Sustainable Procurement	• We use an energy provider for our Ilkley office that delivers 100% renewable electricity.

	• We work with a carbon balanced printer for production of our certificates. • We monitor energy usage, taking steps to reduce, such as installing energy efficient lighting and implementing heating controls. • We run a remote first business, advise on energy saving for home-working, and promote sustainable travel options. • We are committed to working with local businesses where possible. • We offer internal guidance to promote suppliers with strong environmental credentials and sustainable offerings.

5. Social Responsibility (S)

We are committed to fostering a positive and inclusive work environment, supporting our community, and ensuring ethical practices across our operations.

Ethical Conduct	• We protect the privacy and security of customer, colleague and stakeholder data in compliance with relevant regulations (e.g. UK GDPR). • We uphold cybersecurity standards to safeguard data, protect against cyber threats, and ensure the integrity and confidentiality of information across our organisation. • We have a zero tolerance for modern slavery, child labour, and exploitation in our supply chain. • We adopt fair and transparent business practices with customers, suppliers, and partners. • We maintain zero tolerance for corruption, bribery, or unethical behaviour. • We provide clear reporting channels for whistleblowing and concerns.

Community Engagement	• We provide all colleagues with 5 days paid volunteering annually. • We partner with local environmental organisations to create new woodlands, restore wildflower meadowlands and maintain local parks, helping to mitigate climate change and nature loss. • We build partnerships with charities to address social issues such as employability, barriers to learning, and social mobility. • We sponsor local community events.
Equity, Diversity, Inclusion & Belonging (EDIB)	• We promote and celebrate a diverse and inclusive workplace, where all colleagues can feel valued and respected. • We give colleagues access to equal opportunities for career development and advancement, and they can work free of discrimination and harassment. • We implement fair and unbiased recruitment practices. • We gather our colleagues' views, knowing listening is a vital component in shaping the culture and direction of our business.
Employee Wellbeing	• We have a range of policies and programmes in place to support colleagues holistically. • We foster personal growth and social connection, ensuring people have the resources and support they need to develop, and build positive relationships. • We pay the real living London wage, offer subsidised health plans, allow flexible working arrangements, and have a catalogue of resources to support wellbeing. • We have work environments, whether remote or office based, that are safe and healthy for all colleagues, adhering to all relevant health and safety legislation.

6. Governance (G)

High Speed Training Limited is committed to sound governance practices that ensure transparency, accountability, and responsible decision-making.

Board Oversight and Accountability	• We have our senior management review this policy annually to ensure its continued relevance and effectiveness. • We make necessary updates or amendments to reflect changes in legislation, best practices, or organisational priorities. • We ensure roles and responsibilities for sustainability and ESG initiatives within the organisation are clearly defined.
Stakeholder Engagement	• We actively seek and respond to customer feedback to improve our services, and address any concerns related to sustainability or ESG. • We communicate our sustainability expectations to our suppliers, and encourage them to adopt similar practices. • We have a clear, effective process in place for recording and resolving any grievances received from customers, suppliers or colleagues, which enables us to address any issues raised in a swift and sensitive way.
Compliance	• We regularly monitor and ensure compliance with all relevant national laws and regulations. • We conduct internal audits to verify adherence to this policy and associated procedures.
Measurement and Reporting	• We establish relevant KPIs to track progress against our sustainability and ESG objectives such as: waste generated, employee engagement scores, volunteering hours and customer satisfaction. • We annually review these results to assess our performance and identify areas for improvement. The findings of this review will

	be communicated internally and, where appropriate, to external stakeholders.
Training and Awareness	• We integrate sustainability and ESG principles into employee induction programmes. • We provide ongoing training and resources to colleagues on relevant sustainability topics and best practices.

This policy will be communicated to all colleagues and stakeholders and is available upon request.

For further information or to provide feedback on this policy, please contact: compliance@highspeedtraining.co.uk

7. Signed

This policy was approved by:
Signed:



Peter Towell - Legal and Compliance Manager
High Speed Training Limited
Dated: November 2026