



TRAFFIC MANAGEMENT
CONTRACTORS ASSOCIATION
MEMBER CODE OF CONDUCT

TMCA
TRAFFIC MANAGEMENT CONTRACTORS ASSOCIATION

1. We will maintain the key eligibility criteria to be a member of the TMCA at all times and notify the TMCA if we fall below this as a business.
2. We will actively engage with the TMCA, its objectives, task and finish groups and any other requirements of the TMCA.
3. We will attend and contribute to member meetings when required.
4. We will adhere to all TMCA notes for guidance and advice notes issued by the TMCA. Where this cannot be achieved for whatever reason, we will provide a written explanation as to why.
5. We are committed to providing appropriately trained, competent and health and safety focused personnel who comply with the necessary requirements and Industry Best Practice to undertake works on Traffic Management schemes.
6. We will induct all personnel into our company's HSEQ policies, and where applicable Client policies, on the first day of their engagement.
7. We will not discriminate against any of our personnel based on ethnicity, sexuality, disability, or gender and will promote these and the diversity that they offer to our customers and clients.
8. We will undertake rigorous checks of our personnel to ensure the qualifications they hold are relevant and in date, we provide copies of all certifications and conduct all necessary checks when required by the TMCA.
9. We will only utilise traffic management personnel from our supply chain and labour agencies who are included on the current TMCA Approved Register.
10. We will work collaboratively with other TMCA members to identify best practice Health, Safety and Environmental innovations and share this information with our personnel and supply chain.
11. We will operate a zero-tolerance approach to Drug and Alcohol abuse for all our employees and supply chain personnel. We will work to ensure that Traffic Management Personnel who do not comply with the relevant drug and alcohol policies are immediately withdrawn from works and that the appropriate action is taken in accordance with members' individual disciplinary procedures/employment policies.
12. We will, where appropriate, support our personnel in undergoing drug and alcohol rehabilitation programmes. We will monitor their progress and support their return to work accordingly.
13. We will operate our vehicles with repute and due consideration for others, ensuring that legal and operational requirements, such as vehicle operating licenses are in place.
14. We will monitor the working hours of our personnel, and where applicable supply chain labour, and identify to TMCA member companies any concerns we have with excessive workload or hours.
15. We acknowledge our duty of care to ensure our personnel have adequate rest between shifts and we will monitor and record individuals' working hours together with the appropriate rest periods.

16. We will not tolerate a 'double/treble shift' culture which can cause excessive tiredness. If we determine that our supply chain personnel are working for more than 1 shift in a 24 hour period, we will inform The TMCA Secretary immediately, and fully co-operate in the ensuing investigation.

17. We undertake to co-operate with TMCA member companies in the sharing of information with regards to supplied personnel who transgress the specific commitments of Drug and Alcohol and Double/Treble Shifting procedures whilst maintaining compliance with GDPR requirements.

18. We will actively cooperate with any grievance or TMCA investigation against our company, practices or individuals representing our company, for actions/incidents not in accordance with this code of conduct.

We, (Member Company) accept and agree to comply with the above code of conduct and understand non-compliance could lead to action from the TMCA.

Signed Name

Position Date