



An Employee
Owned Trust



ROADTECH
Innovate. Integrate. Secure.

The Employee Owned Trust

I would like to welcome you to a new era and vision that will symbolise the future for Road Tech. It represents an opportunity for all of us to go beyond the expectations of the past and to imagine the possibilities of what we can accomplish together in the future.

We are at the beginning of a new chapter where innovation is celebrated, and optimism is inherent. How we think and act today will have a positive reaction to the future of Road Tech. I know this new phase in our history will be delivered with spirit, vision, energy and commitment that will set a new and exciting standard for years to come.

The Employee Owned Trust restructure is now firmly in place and will ensure the future stability of Road Tech. This is a reward and recognition to all the staff for their loyalty, dedication and contribution over the past 30 years. The people at Road Tech have made it a remarkable, unique and extraordinary place of work, of which I am genuinely proud of and grateful for.

Road Tech now has a board of Directors and Trustees that will continue their work as before. Daren Cole, who has been with me from the beginning, will be taking the role of Managing Director. As Chairman I will remain a shareholder and very much involved in the future developments of Road Tech.

The future is now in our hands, and it is essential that we keep providing our customers with innovative solutions, not just great products and services. We must have the courage to continually evolve, create new possibilities, develop stronger relationships and always try to exceed expectations that will deliver game-changing results.

Kindest regards,



Chairman
Road Tech Computer Systems

What is an Employee Owned Trust?

The Employee Ownership Trust (EOT) is an indirect form of employee ownership in which a trust holds a controlling stake in a company on behalf of all its employees and provides an incentive for owners to sell a controlling stake in their business. Road Tech is now an Employee Ownership Trust.

Many employees across the UK substantially or entirely own the businesses they operate. The employee-owned sector delivers 4% of UK GDP annually, and this contribution is growing.

Employee-owned businesses take a variety of forms and operate in almost every sector of the economy. They are united by an ethos that puts people first, involving the workforce in critical decision-making and realising the potential and commitment of their employees.

Employee Owned Trust benefits:

- Improvement in staff motivation, productivity, pride, long-term and mutual values as the chief benefits of shared ownership
 - Independence allows for a longer-term strategy and leaves us only accountable to ourselves and our staff, making us masters of our destiny
 - It will also ensure the future stability of the business for Road Tech and its employees and customers
 - Our profits allow us to invest in our future capability, diversify and growth of the business
- It helps us to reward and retain the best people, and it lets us build and protect our independence as well as contribute to our industry, communities and charities
 - Employee-owned businesses experience higher employee engagement, greater resilience, lower sickness rates, higher retention, greater innovation and top staff satisfaction and recommendations

YouGov survey said:

- EOA sector now contributes to over £30bn of GDP to the UK every year
- 58% of employee-owned businesses were seen as more trustworthy
- 44% of respondents are more likely to apply for a job at an employee-owned business
- 41% were more likely to buy products from a company that was employee owned



An established business model

Employee Ownership Trust is an incredibly powerful ownership model. It has seen unprecedented growth in recent years as businesses, and the public sectors, become increasingly aware of the positive effects and the advantages it brings. An EOT boosts profitability, productivity, job security and employee wellbeing.

The significant benefits of an EOT

Employee Ownership Trust has the potential to deliver substantial benefits with more engaged, proactive employees, significantly higher productivity and higher profitability. Employees are more positive, committed and innovate and there is a higher degree of trust in management. It was also evident during the last financial crisis that those businesses that embraced employee engagement were more robust and resilient through the downturn.

It is an established business model that works around the world and is increasingly being adopted in the UK. It is making a vital contribution to economic growth in challenging economic times. Employee-owned businesses are at the forefront of innovation not only in the private sector but also in public services too.

Employee ownership can be implemented smoothly and can be readily tailored to the circumstances of an individual organisation. It is a model that works across a range of sectors and at any stage in the life of a business from start-up to mature businesses seeking a viable succession route.

Building a brighter future for Road Tech

When our founder, Derek Beevor, set up the Employee Owned Trust, he made it both commercial and democratic. He has ensured that future generations of Road Tech will be inspired and motivated to take Road Tech forward. The new structure gives the management team the freedom to be entrepreneurial and competitive in the way they manage the company commercially. It also gives the new management team and employees the rights and responsibilities of ownership through active involvement in the business.

The Employee Owned Trust

The Road Tech Employee Owned Trust exists today because of the extraordinary vision of our founder Derek Beevor. The decision was made to invest in the people that can genuinely help Road Tech continue to grow and succeed and who know it best; it's employees.

By creating an Employee Owned Trust, Derek has ensured the future stability and security of Road Tech and incentivised the team to continue delivering on their exceptional work. Our strength has continuously come from our team of people, and we've always accomplished more together. This unique sense of collective responsibility extends to everyone we deal with, from customers to suppliers and every single employee.

The dawn of a new era

All employees are now Shareholders of Road Tech and participate in the vision, aspirations and culture of the co-ownership. The collective responsibility of Road Tech will provide everyone with new responsibilities as well as its success and rewards.

The Employee Owned Trust is firmly in place, and it's up to every employee to ensure the future success of Road Tech. As co-owners, this is what will set us apart from our competitors and other organisations and allows us to do business differently.

Being in a partnership is about much more than sharing the profits: it defines our approach to what we do. With ownership comes responsibility and the knowledge that our success depends entirely on providing the very best products and services to our customers.

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Road Tech

Integrated software solutions
for the transport industry

| Tachomaster

The undisputed market leader
in tachograph analysis

| Falcon Tracking

A dynamic vehicle tracking
and telematics system

| Roadrunner

The complete transport
management system

| Checkmaster

Instant DVLA driving
licence checking software

| PreDrive

Driver's daily walk-
around vehicle checks

| IT Services

The complete range of IT services
and support for your business



5 Integrated
Software Solutions
For Your Business



No Long-Term
Contracts To Sign
Or Hidden Charges



Plan, Monitor,
Manage, Report &
Analyse Instantly



Improve Driver
Safety, Security
& Compliance



Reduce Operational
Costs & Boost
Fleet Performance



Increase
Vehicle & Driver
Performance



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