

	<h1>Environment & Sustainability Policy</h1>			No.: TSL-POL-GRP-003
				Version: 09
				Date: 23/07/2025
Document Type: Policy	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief Operating Officer	Document Classification Public

1.0 Commitment

1.1 TSL is a construction group, which manage and design construction projects, predominantly in the Logistics, Food, Data Centre, Technology, Pharmaceutical and Aviation sectors.

The company is committed to safeguarding the environment and building a world where sustainable infrastructure is at the heart of communities.

2.0 Our Policy

2.1 TSL will:

- Always ensure the resources are available to safeguard the environment in which we operate
- Operate to avoid, minimise, and contain the environmental impacts of our work including the elimination of pollution incidents
- Minimise waste by considering prevention, preparation for re-use, recycling, and recovery
- Reduce harmful and greenhouse gas emissions to air from vehicles, equipment, and processes
- Protect the environment by promoting sustainable and efficient use of water, energy, and natural resources
- Maintain environmental performance by protecting biodiversity and ecosystems, the natural environment and both heritage and archaeological features during the delivery of our activities
- Provide information, instruction, training, and supervision to all our employees to ensure they discharge their environmental responsibilities and duties
- Integrate sustainability principles and practices into all business decisions
- Fully engage with our supply chain to improve overall environmental performance across the lifecycle associated with our activities
- Responsibly source materials and products to minimise environmental impact
- Establish smart objectives and targets to ensure continual improvement is achieved
- Work with suppliers and contractors who share our commitment to managing their impact on the environment
- Ensure every decision will result in making life better for our families, communities, and the environment
- All TSL employees and contractors have a legal and moral duty to take reasonable care of the environment and stakeholders affected by their work. All persons shall be expected to implement this policy in their respective area of responsibility and influence

2.2 This Policy is available to the public and all interested parties upon request. It is communicated to all person(s) working for or on behalf of TSL (as part of our induction training) and is available to all employees via access to our document control system.

3.0 Quantitative Targets

- Reduce on site water usage by 20% per square meter of construction area by 2030
- Reduce energy use per square meter of construction area by 15% by 2030
- Achieve 50% of onsite energy for construction from renewable sources by 2030
- Achieving at least a 10% net gain biodiversity on all our projects
- 100% of all applicable wastes are recycled or re-used (onsite or offsite)

4.0 Integrated Management System

4.1 Our company is committed to upholding an Integrated Management System (IMS) that encompasses Quality, Environment, and Health & Safety. This system is meticulously crafted to align with the ISO 9001, ISO 14001, and ISO 45001 standards while concurrently advancing our fundamental values and primary objectives in quality, environmental, and health & safety management.

5.0 Responsibilities

5.1 The TSL Board is accountable for Environment and Sustainability matters. It's Directors and Managers are required to be responsible for environmental performance in their areas of control. The scope of our ISO14001 accreditation applies to all activities, facilities, and operations within TSL and our externally provided services. The overall

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responsibility for environmental management throughout the Company is vested with the Group Chief Operating Officer and the Group HSQE Director who will both ensure this Policy is implemented.

6.0 Policy Review

6.1 This policy is reviewed to ensure its ongoing suitability, as and when there are key changes (e.g., in customer, legislative, operational requirements etc.) and annually as a minimum. The board of Directors endorse this policy and shall ensure that it is implemented and communicated accordingly

Approved By:

Michael McDonnell

Michael McDonnell
Group Chief Operations Officer