



Environmental & Sustainability Policy

January 2026

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Environmental & Sustainability Policy

The TSK Group Ltd is dedicated to sustainability, aligning with ISO 14001:2015 standards. Our commitment extends to minimising our environmental impact and fostering social responsibility. Our leadership actively supports and leads the implementation of this policy. Roles and responsibilities are defined, and adequate resources and training ensure competent employees, fostering environmental awareness, particularly in relation to climate change, resource efficiency and our corporate social responsibility.

We demonstrate our commitment to sustainability through:

- **Context:** Understanding the context in which we operate: through evaluation of global megatrends and how they affect our business. We also understand our stakeholder requirements in relation to Sustainability and the Sustainable Development Goals.
- **Compliance:** Identifying and monitoring environmental aspects, impacts, and legal requirements, ensuring compliance. Regular risk assessments guide the establishment of measurable environmental objectives and targets.
- **Operational Control:** Implementation of procedures for operational control and emergency response to minimising environmental incidents. We prioritise reducing environmental impacts in our daily operations whilst capitalising on opportunities.
- **Performance:** We monitor and measure environmental performance, evaluate compliance, and conduct internal audits. Corrective actions are taken to ensure continual improvement, driven by periodic management reviews.

In addition to our environmental commitments, we prioritise:

- **Employee Wellbeing:** Ensuring a safe, diverse and inclusive workplace and supporting mental health initiatives.
- **Community Engagement:** Active participation and support for community projects.
- **Supply Chain Ethics:** Collaboration with ethical suppliers to ensure fair labour practices and human rights compliance.

Transparent and open communication with stakeholders is crucial. We regularly communicate our sustainability efforts, progress, and challenges to build trust and engagement, most notably through our annual Sustainability Report.

By adhering to this policy, TSK not only meets ISO 14001 standards but exceeds regulatory requirements, positively impacting the environment and society.

Review date: January 2026

Reviewed by: Jamie Richardson – Sustainability Director

Approved By: Iain Holden - CEO