

## OUR VISION

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To be a global  
sustainability  
leader.



## OUR PURPOSE

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# Sustaining tomorrow



*TES is committed to “sustaining tomorrow” because we believe our future is linked to the success of people and our planet.*

# SUSTAINING TOMORROW

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## Protect

TES understands the significance of safeguarding privacy, brand, intellectual property and data in a digital world. The TES corporate culture goes beyond compliance by delivering an integrated suite of asset transformation services that delivers confidence. Trust and integrity are our highest priorities.



## Preserve

TES recognises the co-dependant relationship between humans and the natural environment. We understand that enterprise and social progress cannot be sustained by environmental degradation, and only responsible consumption and production can sustain a better tomorrow. By minimising the use of scarce and valuable materials TES preserves the natural environment, and in turn preserves the health and well-being of humans.



## Provide

TES acknowledges the significant role it plays in providing economic value recovery for customers within a diverse, inclusive, and sustainable workplace. The TES family is committed to developing and supporting lasting enterprise, knowing their company and the work they do is sustaining a better tomorrow.



# OUR VALUES

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## Safety

We build safe environments, from both the physical and emotional perspectives.

U

## Understanding

We demonstrate respect and empathy for others, building relationships which are mutually beneficial.

S

## Service

We assist, empower, and support each other and our customers.

T

## Teamwork

We celebrate each other's value, and recognise the power of working together.

A

## Attitude

We focus on the positives, and the things that matter most.

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## Integrity

We always do the right thing and do what we say.

N

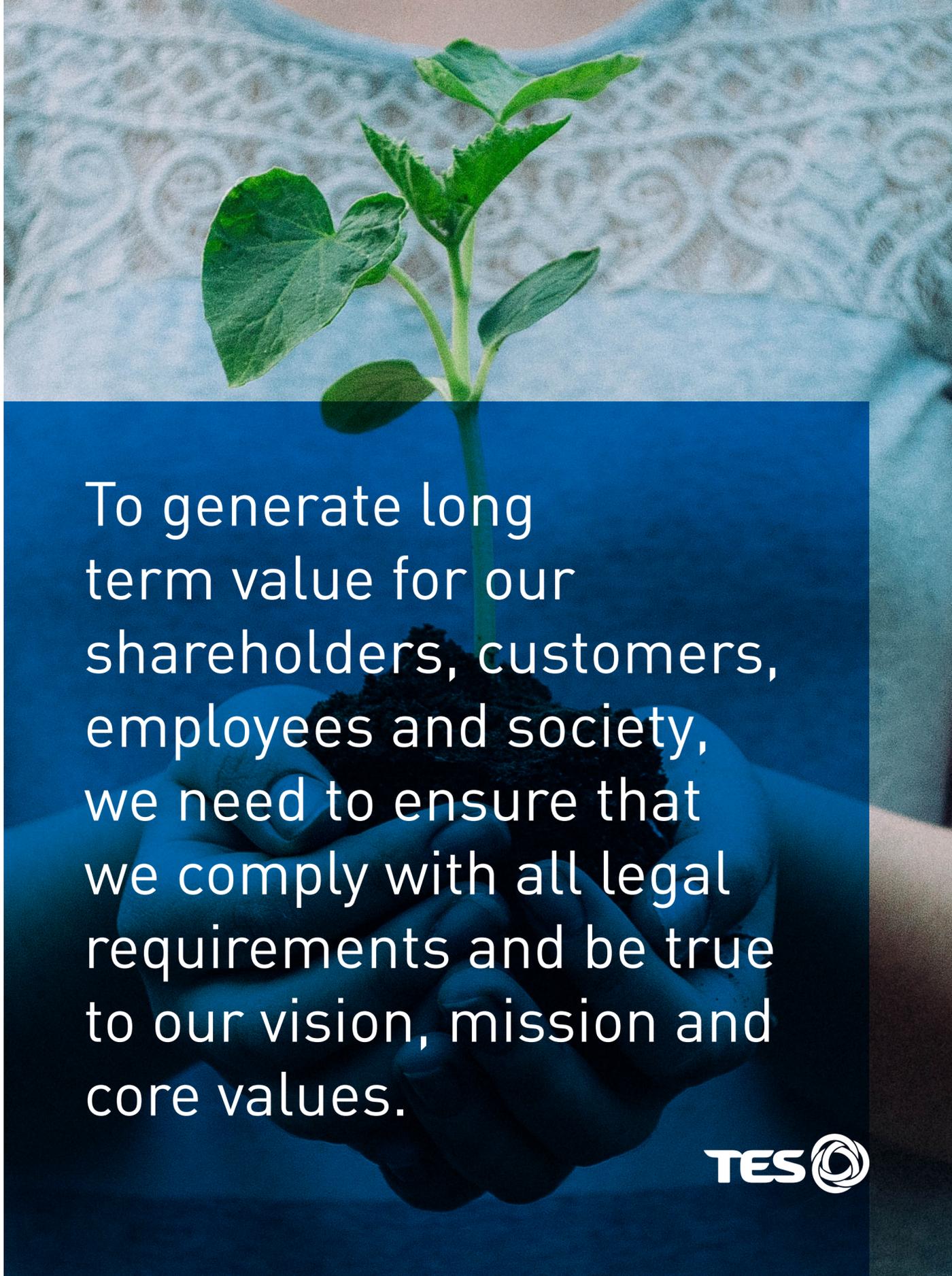
## Never Give Up

We build resilience and perseverance by learning from success and failure.

## SUSTAINABILITY POLICY

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**TES is committed to sustaining tomorrow as we believe that our future is linked with the success of people and the planet.**



To generate long term value for our shareholders, customers, employees and society, we need to ensure that we comply with all legal requirements and be true to our vision, mission and core values.

**OUR MISSION IS TO MAKE  
A DECADE OF DIFFERENCE**

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**To securely, safely and  
sustainably transform and  
re-purpose 1 billion kgs of  
assets by 2030**

**Gary Steele**  
Group Chief Executive

**Terence Ng**  
Group Executive Chairman

# SUSTAINING TOMORROW OUR STRATEGY

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## Protect

The privacy, brand, intellectual property, data and trust of our customers



## Preserve

Our natural environment, and the use of scarce resources.



## Provide

A safe, diverse and inclusive workplace and community for people to thrive





## Data Security

Provide robust systems, standards and certifications to achieve zero data leakages

## Ethics and Governance

Demonstrate our values in action throughout our operations and business relationships

## Business sustainability and thought leadership

Lead engagement in best practices to deliver service excellence and be regarded as a strategic partner of choice

## Responsible supply chain

Engage and communicate our standards to encourage improved responsible, ethical and sustainable performance



# Preserve



## Extending life

Maximise the circularity of materials and equipment to reduce the demand on primary resources

## Waste Management

Reduce, reuse, recycle to eliminate waste to landfill

## Transparency and Accountability

Provide traceability to ensure that materials are managed in an environmentally sound manner

## Natural Resource Use

Conserve energy and adopt renewables to reduce emissions



# Provide



## **Engage, develop and motivate our people**

Foster openness, train and build capability with competence in our people

## **Health and Safety**

Continue to improve the safety and health of our work environments to achieve zero harm, and improve our employee well-being

## **Diversity and Inclusion**

Support or promote a diverse and inclusive workplace and supply chain

## **Community Engagement**

Engage and support the communities in which we operate responsible, ethical and sustainable performance

# PROTECT

## Goals

### Data Security

### Ethics and Governance

### Business sustainability and thought leadership

### Responsible supply chain

## Targets and Initiatives

Zero data leakages  
Enhance the internal audit program

Standardise the implementation of the certification programs

100% of employees at all levels are informed and undergo ethics and governance training  
Continue to improve our risk processes  
Stay up to date with regulatory and best practice developments

#### Business sustainability

Sustainable action – leadership team is informed, engaged and goaled on our plans and strategies  
Our business thrives under our Sustainability Program  
Assess the establishment of carbon reporting services  
15% utility cost savings by 2025

#### Leadership

Signatory to the United Nations Global compact  
Achieve and publicly disclose an 'A' score for the CDP supply chain report  
Two way communication to understand and celebrate our successes internally and with our customers, suppliers and partners  
Participation in industry dialogue and forums

Establish a responsible supply chain policy  
All suppliers and partners are provided with TES code of conduct and audited for compliance  
Assess adoption of best collaborative working practices as set out in ISO44001  
Extend our grievance mechanism to include third parties, suppliers and partners

## Indicator

Zero Data leakage incidents  
100% of planned internal audits completed annually and corrective and preventative actions closed  
Establish "One TES" approach

Senior management and employees informed and trained  
Maintain risk register and review quarterly  
Utilise compliance knowledge platforms

Dialogue and meeting cadence established with country, functional managers and sustainability champions  
20% YOY group growth  
Establish carbon credit program and reporting tools for avoided emissions  
Cost reduction per tonne of materials processed

Annual report on progress with applying UNGC principles  
Achieve CDP A (Leadership) score  
Regular communications such as all employee newsletter, TES town-hall, disclosure reports  
Group and local country report of industry engagement

Responsible supply chain policy  
Inform, develop assessment process and register of approved partners & suppliers for TES wide use  
Comply to ISO44001 standard  
External stakeholder grievance mechanism established in 2021



# PRESERVE

## Goals

### Extending life

## Targets and Initiatives

Transform and repurpose 1,000,000,000 kg of assets by 2030  
Find higher use applications for low value materials by investing in new technologies and research activities  
Continuous review of safety, performance testing, repair and refurbishment capabilities  
Stewardship and governance of end of life devices  
Continuous review of downstream supply channels based on evolving best available recycling technologies

## Indicator

Re-use, recycling, recovery volume (kgs)  
R&D, technology investments that prototype / deliver new commercial product offers  
Volume and type of reused products  
Extend secure takeback channels for all products  
Engage appropriate actors to close the manufacturing supply chain loop for materials including scarce and conflict minerals

### Waste Management

Zero waste disposed to landfill by 2025  
(A site is considered zero waste if <1% of its total waste is disposed to landfill or incineration without energy recovery in a 12 month period)  
Reduce total waste program  
Re-use packaging program

Reuse rate, recycling rate and recovery rate, combined RRR rate  
  
Implement and review a total waste management program by 2025  
Monitor and develop packaging reuse initiatives at each TES site

### Transparency and accountability

Disclose downstream disposal channels of products and materials by geographies  
Assess the potential of block-chain technologies and collaboration opportunities with stakeholders across the technology value chain

Downstream destination reporting  
Block-chain technology feasibility in collaboration with identified stakeholders

### Natural Resource Use

Reduce energy consumption by 15% per ton of materials processed (vs 2019 baseline) by 2025  
Source 25% of purchased electricity (consumed within TES operations) from renewable energy sources by 2025  
Reduce scope 1 and 2 GHG emissions by 15% per ton of materials processed (vs 2019 baseline) by 2025  
Consider adoption of Science based target initiatives

GJ/ton of materials processed  
  
% of renewable energy consumed, includes purchase of RECs  
  
Tonnes of CO2e per ton of materials processed  
  
Decide on adoption and defining next steps



# PROVIDE

## Goals

Engage, develop and motivate our people

Health and safety

Diversity & Inclusion

Community Engagement

## Targets and Initiatives

### Employee engagement

80% of employees enjoy working for TES  
Develop and implement a strategic HR plan  
Comprehensive employee engagement survey conducted on an annual basis  
TES Employee appreciation day  
Independently verified employer of choice

### Training and development

Minimum 12hrs of approved compliance and other training per employee in 2021 with increasing targets in successive years  
100% of employees to have a documented career development discussion with their manager  
Rollout sustainability training across all sites

Set annual reduction (rolling) targets for incidents and accidents based on previous year performance  
Establish global health and safety council  
Establish hazard reporting program  
Develop an employee well-being program

Establish diversity and inclusion council which reports into executive committee  
Rollout Unconscious Bias training across all sites by end of 2021  
Move to gender parity (50:50) in management roles\*

Appoint a Group CSR champion to advance the global framework, guideline and effort  
1 community event/activity per site

\* Based on roles becoming available and tracked for performance

## Indicator

Employee satisfaction rating  
Strategic HR plan established in 2021  
Benchmarked employee satisfaction survey  
TES Day across all TES sites  
Award from an external body

Training hours achieved

Documented employee performance review for every employee once a year  
Training hours achieved

Total recordable incident frequency rate and total lost time incident frequency rate  
Council established and meets its terms of reference  
Number of hazards reported and number of corrective and preventative actions closed  
Establish employee well being plan in 2021

Council established and meets its terms of reference  
Training hours achieved at all levels  
Establish diversity and inclusion policy, action plan and monitor and report progress \*

Appointment of Group CSR champion  
CSR guidance and procedure document  
Event activity per site achieved





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