



TES Sustainability Policy

Issue Dated: 2 Dec 2020

Revision no: 1

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 vision and purpose is sustaining tomorrow.

Our mission is to make a decade of difference by securely, safely and sustainably transforming and re-purposing 1 billion kilograms of assets by 2030. We will achieve our mission reflecting and living out our values:

Safety first - We build environments, from both the physical and emotional perspectives

Understanding - We demonstrate respect and empathy for other, building relationships which are mutually beneficial

Service - We assist, empower, and support each other and our customers

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

Attitude - We focus on the positives, and the things that matter most

Integrity - We always do the right thing and we do what we say

Never give up - We build resilience and perseverance by learning from success and failure

We will strive to lead by engaging people, clients, partners, industry and community to maximise overall benefit and minimise adverse impacts in all we do. Our focus is to:

- **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



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The key strategies which will achieve sustainability@TES are:

<u>Protect</u>	<u>Preserve</u>	<u>Provide</u>
<p>Data Security – provide robust systems, standards and certifications to achieve zero data leakages</p> <p>Ethics and Governance – demonstrate our values in action throughout our operations and business relationships</p> <p>Business sustainability and thought leadership – lead engagement in best practices to deliver service excellence and be regarded as a strategic partner of choice</p> <p>Responsible supply chain – engage and communicate our standards to encourage improved responsible, ethical and sustainable performance</p>	<p>Extending life – Maximise the circularity of materials and equipment to reduce the demand on primary resources</p> <p>Waste Management – Reduce, reuse, recycle to eliminate waste to landfill</p> <p>Transparency and Accountability – Provide traceability to ensure that materials are managed in an environmentally sound manner</p> <p>Natural Resource Use – Conserve energy and adopt renewables to reduce emissions</p>	<p>Engage, develop and motivate our people – Foster openness, train and build capability with competence in our people</p> <p>Health and Safety – Continue to improve the safety and health of our work environments to achieve zero harm, and improve our employee well-being</p> <p>Diversity and Inclusion – Support or promote a diverse, inclusive workplace and supply chain</p> <p>Community Engagement – Engage and support the communities in which we operate</p>

These strategies will be delivered via various initiatives which will create a sustainability culture throughout TES.

As the Chief Executive Officer of TES Group, I will provide the leadership and resources to ensure that our sustainability goals, strategies and initiatives are embedded throughout our business.

Our leaders are responsible for communicating and guiding the implementation of these strategies and initiatives in all our operations across the globe.

All employees have a role and responsibility to champion the adoption of TES sustainability practices wherever we operate.

We will communicate our progress in implementing this policy and the commitments we make on sustainability through our annual disclosure report.

Gary Steele
Group CEO



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