

## Sustainability Policy Statement

TMC are committed to integrating sustainability into our operations and practices. We recognize the importance of minimizing our environmental impact, promoting social responsibility, and contributing to achieving the UN Sustainable Development Goals. Our vision is to create a lasting positive legacy. This policy outlines our guiding principles and commitments:

### I. Environmental Stewardship

- **Resource Efficiency:** We strive to minimize our consumption of natural resources, such as energy, water, and paper, by implementing efficient practices and utilizing renewable resources whenever possible.
- **Waste Reduction and Recycling:** We are dedicated to reducing waste generation, promoting recycling initiatives, and responsible disposal of our waste. We will encourage employees to prioritize recycling and provide the necessary infrastructure and education to support these efforts.
- **Carbon Footprint:** We will regularly assess and monitor our carbon footprint and develop strategies to reduce greenhouse gas emissions. This includes promoting energy-efficient practices, utilizing low carbon transportation options, and exploring renewable energy sources.

### II. Responsibility

- **Employee Well-being:** We value the health and well-being of our employees and will foster a safe, inclusive, and supportive work environment. We will prioritize work-life balance, professional development opportunities, and promote employee engagement and satisfaction.
- **Diversity and Inclusion:** We are committed to fostering diversity and inclusion within our workforce and promoting equal opportunities for all employees and in the hiring process. We will strive for a diverse team, free from discrimination and bias, and foster an inclusive workplace culture.
- **Ethical Practices:** We are committed to upholding the highest ethical standards in our business operations. This includes ensuring fair treatment of employees, adhering to labour laws and regulations, and conducting business with integrity and transparency.
- **Procurement:** Whenever possible, we are dedicated to sourcing and recommending goods and services from sustainable sources and collaborating with partners who share our values and commitments towards sustainability.

### III. Stakeholder Engagement

- **Client Collaboration:** We work closely with our clients to encourage and support their sustainability goals and initiatives. We aim to provide guidance on sustainable communication practices and assist clients in effectively conveying their environmental and social efforts.
- **Community Involvement:** We are committed to making a positive impact on the community in which we operate. We believe that businesses have a responsibility to contribute to the social and economic welfare of the area and population. It is our ambition for our new business premises to be a creative centre in town, a hub for connecting people.

### IV. Continuous Improvement

- **Performance Measurement:** We will establish key performance indicators (KPIs) every year and will regularly measure and monitor our sustainability performance. By setting targets and tracking progress, we can identify areas for improvement and take proactive steps to achieve our sustainability goals.
- **Education and Awareness:** We will provide ongoing education and training to our employees to enhance their understanding of sustainability issues and foster a culture of sustainability. This will empower our team to integrate sustainable practices into their daily work and decision-making.
- **Innovation and Research:** We are committed to learning about new sustainable solutions and practices and will stay informed about emerging trends and technologies that can contribute to our sustainability efforts.

We are committed to implementing and maintaining this sustainability policy throughout our organization. We will regularly review our practices, engage stakeholders, and adapt our strategies to reflect the evolving sustainability landscape. By embracing sustainability, we aim to create positive change within our industry and contribute to a more sustainable future.



Tim McCloud, CEO

May 2023