

P16 Environmental Management Policy

TCHC GROUP LTD (the 'Organisation') recognises the importance of environmental protection and is committed to operating its business responsibly and in fulfilment of its compliance obligations relating to services relating to specialists in employer engagement and brokerage of training and business advice services within the public and private sectors. It is the Organisation's declared policy to operate with and to maintain good relations with all regulatory bodies.

It is the Organisation's objective to carry out all measures reasonably practicable to meet, exceed or develop all necessary or desirable requirements, to protect the environment and to continually improve the Environmental Management System to enhance environmental performance through the implementation of the following:

1. Assess and regularly re-assess the environmental effects of the Organisation's activities
2. Training of employees in environmental issues
3. Minimise the production of waste
4. Minimise material wastage
5. Minimise energy wastage
6. Promote the use of recyclable and renewable materials
7. Prevent pollution in all its forms where possible
8. Minimise the risk to the general public and employees from operations and activities undertaken by the Organisation.

Top management demonstrates leadership and commitment with respect to the Environmental Management System by:

1. Taking accountability for the effectiveness of the Environmental Management System
2. Ensuring that the Environmental Policy and Environmental Objectives are established and are compatible with the strategic direction and the context of the Organisation
3. Ensuring the integration of the Environmental Management System requirements into the Organisation's business processes
4. Ensuring that the resources needed for the Environmental Management System are available
5. Communicating the importance of effective environmental management and of conforming to the environmental management system requirements
6. Ensuring that the Environmental Management System achieves its intended outcomes
7. Directing and supporting persons to contribute to the effectiveness of the environmental management system
8. Promoting continual improvement
9. Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.

This Policy is communicated to all employees, suppliers and sub-contractors and is made available to interested parties.

1 Principles

- TCHC Group's Board of Directors have overall responsibility for environmental performance.
- All staff are responsible for ensuring that the environmental management policy is observed, and we encourage staff to participate and contribute to environmental good practice.
- We are committed to measuring, reporting, and reducing our impact on the environment.

- We expect our partners and suppliers to reflect our commitment to sound environmental practice.
- As an absolute minimum, we ensure that we comply with all environmental laws and regulations relevant to our operation and take advice from qualified agencies for example, Peninsula.

2 Key Impacts

Significant impacts on the environment relate to:

- The energy we use at our offices: heating, cooling, lighting, and power.
- Wastage such as the materials we use, particularly stationery.
- Staff travel.

2.1 Energy

Reduce the impact of our energy use by being as efficient as possible and, where practicable, using renewable sources.

we aim to:

- Reduce energy consumption per person by raising awareness of the impact to the environment.
- Monitor consumption and review further energy saving initiatives according to our action plan.

2.2 Materials and waste

Reduce our environmental impact through less waste and more efficient use of materials. Wherever practicable, environmentally preferable options will be used.

we will aim to:

- Reduce paper consumption.
- Recycle all wastepaper.
- Continue to provide recycling facilities for all staff at our offices.
- Monitor consumption of stationery.
- Find opportunities to switch products to a more environmentally friendly alternative.
- Continue to recycle all used printer toner cartridges.
- Monitor the use of paper-based systems and review more effective ways of recording that does not involve paper.

2.3 Staff travel

Reduce our environmental impact by limiting the amount the number of miles travelled by a car and, wherever possible, choosing the most environmentally appropriate method of transport. For example, train services and car sharing.

we will:

- Reduce the monthly mileage as a whole organisation approach.

3 Supply Chain Partners and Suppliers

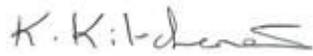
We work closely with our Supply Chain Partners and Suppliers to ensure that their activities support our objectives and targets.

we will:

- Share our TCHC Policies/Plans and discuss this with Partners.
- Check Partner Policies to ensure they are reviewed.
- Encourage a digital first approach with regards to meetings and training where possible.
- Compliance and Monitoring Reviews always cover the environment and sustainability, and a discussion takes place around their policies and plans.

3.1 Organisational development

We will continue to manage our environmental awareness and impact in-line with the ISO 14001 standard.



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