

# SUSTAINABILITY POLICY

TCG

This statement outlines our approach to sustainability and Environment, Social, and Governance (ESG) in line with our Right Thing First business strategy. It should be read in conjunction with our environmental management, climate change and carbon, circular economy and social value policies.

Our ambition is that all our activities leave a net gain to society and that as a business, we do the right thing first when it comes to balancing purpose and profit. We appreciate that to live within our planet's natural resources, we need to radically change our industry to help ensure we construct and operate buildings in a sustainable manner. We are committed to ensuring we accelerate this change as soon as possible by taking our clients, employees, suppliers, and contractors along with us.

We are committed to considering all our stakeholders' and employees' requirements in our decision-making processes, in order that our business and operations have material, positive impact on both society and the environment, delivering places where people and businesses thrive. Our assessment of material impacts is developed in consultation with all our stakeholders and, as a result, we categorise Environmental and Social parts of our Right Thing First business strategy as incorporating the following:

## Environmental Management

TCG aims to fulfil our environmental obligations through the proactive management of our environmental performance and to take all reasonable measures to conduct our business activities in a safe and responsible manner. Our objective is to integrate the assessment, management, and control of environmental issues into our business activities, to minimise negative impacts to the environment and provide positive enhancements where possible.

## Climate Change and Carbon

TCG is committed to helping clients create buildings in a carbon neutral manner. We aim to achieve Net Zero Carbon Emissions from our operations by 2026 and carbon negativity by 2028. We have established our Net Zero Carbon targets using a Science Based Target methodology and aim to introduce an internal carbon budget from 2024.

## Circular Economy

We are committed to assisting clients to create buildings that implement circular economy principles. This goes beyond standard resource efficiency and supply chain management. We will focus on longevity, flexibility and adaptability in design, prioritising reuse, leaving a digital legacy with each client who commits to using a detailed BIM model for materials management, and a lifecycle approach to refurbishment and maintenance.

## Social Value

TCG aims to operate as a responsible business, having a positive impact on existing, new, and evolving communities through added Social Value. We aim to be a force for good to deliver a real difference to people's lives by enhancing the social, environmental, and economic wellbeing of those communities in which we operate.

## Our Commitment

Sustainability responsibilities have been defined for all TCG employees and are contained within the 'Sustainability roles and responsibilities' document, available as part of our management system. All employees and contractors are expected to co-operate with TCG in the implementation of the sustainability policy.

This statement is regularly reviewed to help ensure it remains current and appropriate to the purpose and context of the organisation, including the nature, scale and environmental impacts of our activities, products and services.

---

**Kelvin Hon**  
Managing Director  
May 2024