



ENVIRONMENTAL AND SUSTAINABILITY POLICY

TIS (NGA) Limited recognises both the importance of preventing pollution and the benefits of avoiding the greater costs of rectifying damage after the event. As a responsible organisation, we are committed to implementing and maintaining an Environmental, Social, and Governance (ESG) and Sustainability Policy that aligns with the requirements of **ISO 14001:2015**. We actively promote sustainable practices throughout all areas of our operations.

This policy applies to all individuals working within or on behalf of the company, including senior managers, directors, employees (permanent, fixed-term, or temporary), consultants, contractors, trainers, assessors, candidates, suppliers, and any other persons providing services to the organisation.

Environmental Sustainability

The company commits to environmental protection and sustainable development by:

- Reviewing environmental business objectives based on our compliance obligations, while considering risks, opportunities, and the principles of sustainable development.
- Improving where economically and operationally feasible to protect the environment, prevent pollution, and meet contractual requirements, applicable statutory, authoritative, and regulatory requirements through the use of environmental procedures.
- Minimising waste to landfill by prioritising reuse, considering the recyclability of products at their end of life, and segregating and recycling waste where feasible.
- Implementing digital reporting systems to reduce paper consumption.
- Sourcing materials responsibly and encouraging suppliers and contractors to adopt sustainable practices that align with our environmental values.
- Reducing energy consumption and improving energy efficiency across all operations, while exploring the use of renewable energy sources wherever practicable.
- Mitigating climate change impact by implementing practices and technologies that reduce greenhouse gas emissions and carbon footprint.
- Fulfilling all legal and compliance obligations.
- Continually improving the environmental management system to enhance the company's environmental and sustainability performance in line with ISO 14001 principles.
- Raising awareness and promoting sustainability by communicating this policy within the company and to all interested parties, and by engaging employees in environmental stewardship initiatives.
- Operating and maintaining vehicles, plant, and equipment responsibly to provide maximum practicable environmental protection and reduce resource consumption.
- Providing the information and instruction necessary to ensure all materials used by the company are properly stored and used, and that waste is safely contained, disposed of, or recycled.
- Controlling the incidence of noise, emission of odour or dust into the atmosphere, road vehicle movement, and production of effluent to the lowest practicable level.
- Reviewing this policy regularly to ensure it remains relevant, effective, and aligned with evolving sustainability goals.

SOCIAL SUSTAINABILITY

TIS (NGA) Limited is committed to promoting positive social impact across our organisation, supply chain, and the communities in which we operate. We support sustainable development by fostering a safe, fair, and inclusive working environment for all individuals associated with our business.

We commit to:

- Promoting health, safety, and wellbeing through a safe, supportive working environment for employees, contractors, and partners.

- Encouraging equality, diversity, and inclusion by ensuring fair treatment, equal opportunities, and a workplace free from discrimination.
- Investing in skills and development by providing training and opportunities for continuous learning to improve competence and professional growth.
- Supporting local communities by sourcing locally where practicable, participating in community initiatives, and engaging responsibly with stakeholders.
- Ensuring responsible labour practices throughout our supply chain, encouraging ethical behaviour, fair working conditions, and compliance with labour standards.

GOVERNANCE

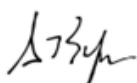
TIS (NGA) Limited upholds high standards of ethical conduct, integrity, and accountability. Strong governance is essential to sustainable performance, responsible operations, and maintaining trust with clients, employees, and stakeholders.

We commit to:


- Maintaining transparent and ethical business practices in compliance with all applicable laws, regulations, and industry requirements.
- Promoting accountability and leadership oversight for ESG and sustainability objectives at senior management level.
- Implementing risk management processes to identify and address ESG-related risks and opportunities.
- Ensuring data protection and confidentiality, managing information securely and responsibly in accordance with legal and contractual requirements.
- Encouraging ethical conduct throughout our supply chain, including adherence to anti-bribery, anti-corruption, and responsible procurement principles.
- Monitoring performance and reviewing governance practices regularly to ensure continual improvement and alignment with evolving client and regulatory expectations.

OUR VISION

- *The environment is our future.* Waste elimination, positive social impact, strong governance, and a commitment to sustainable development are at the core of our strategic intent.



Andrew Byron



John Wanless

Joint Managing Directors

5th January 2026

Planned review January 2027