

Purpose:

At TIS, we believe that doing the right thing isn't just good for business - it's good for people and the planet. We're committed to operating responsibly and sustainably, guided by the principles of Environmental, Social, and Governance (ESG). This policy brings together our commitments to care for the environment, support our people and communities, and uphold strong, ethical governance.

Our Objectives:

- **Protecting the Environment:** We aim to reduce our impact and promote sustainable practices in everything we do.
- **Supporting People and Communities:** Health, safety, and well-being come first - for our team and the communities we serve.
- **Leading with Integrity:** Transparency, accountability, and ethical conduct are at the heart of our operations.

To do this, TIS will:

Environmental Care:

- Follow all environmental laws and voluntary commitments.
- Build sustainability into every decision—from procurement to daily operations.
- Cut waste and carbon emissions through smarter, regenerative practices.
- Use resources efficiently and prevent pollution wherever possible.
- Set clear goals for environmental performance and review them regularly.

Social Responsibility:

- Keep our workplaces safe and healthy, aiming for zero harm.
- Support employee well-being with training, resources, and assistance programs.
- Create opportunities for local communities through jobs, apprenticeships, and charitable initiatives.
- Respect diversity, inclusion, and fair labour practices across all operations.

Strong Governance:

- Comply with all relevant laws and industry standards.
- ESG oversight and accountability are determined by the existing organisational structure and processes, as well as impacted by industry and community expectations.
- Report ESG performance transparently through annual reviews.
- Manage risks proactively and respond to evolving stakeholder expectations.
- Continuously improve through audits, feedback, and benchmarking against best practices.

Every TIS employee, contractor, and leader plays a role by:

- Following the policy and supporting ESG initiatives.
- Speaking up with ideas or concerns to improve ESG performance.
- Be an ambassador for sustainability, safety, and ethical behaviours.



T Wiseman
TIS General Manager
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