

Environmental, Social & Governance (ESG) Policy

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1 Introduction

Here at Triangle Fire Group, we are dedicated to corporate social responsibility.

Our systems prevent harmful admissions from fire into the environment but we need to make sure all our operations are operating efficiently to minimise our impact.

We have always been proactive in building a reputation based on being a well-respected ethical business that brings value to its customers, committed to its workforce, serving the communities we are part of by supporting various local projects, as well as reducing the impact of our operations on the environment.

As a family business alongside Non-Executive Directors we are focusing on our purpose of keeping tomorrow safe.

We have an ESG Strategy Group to review the Carbon Footprint Assessment and monitor our progress across ESG. The group represents all areas of our business to engage employees and is sponsored at Director level.

Here is a summary of the key features of our policy:



1.1 Environment:

- ✚ Committed to reducing our carbon footprint by undertaking a Carbon Footprint Assessment. The assessment identified our Scope 1 activities produce 214 tonnes of CO². This is predominantly vehicle emissions and energy use from the two offices we operate from.
- ✚ We have set targeted and incremental steps that are designed to realistically meet these targets.
- ✚ To ensure our activities have carbon neutrality we have purchased 214 certified Carbon Credits in the [Rimba-Raya Project](#).



Race to Zero Pledge
Jan 10, 2023



The Rimba-Raya Project
Jan 10, 2023

- ✚ We have also purchased 15 tonnes of CO² Carbon Credits within the UK with [Carbon Neutral Britain – Bargh Wood Project](#) to support UK based initiatives.

✚ In addition, we have been independently assessed for ISO 14001 certification.

1.2 Social – Supporting our people and communities

✚ At Triangle Fire Group we are dedicated to putting our employees first, and promoting a diverse workforce.

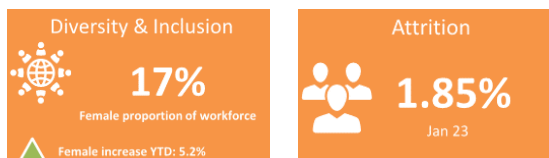


✚ Our communities are at the heart of what we do and we promote local labour employment at our Head Office.

✚ Our staff are supported when volunteering to help communities, alongside sponsorship for initiatives or events run by or benefiting local charities, or other local worthy causes.

1.3 Governance

✚ The TFS Group Board consists of Executive and Non-Executive Directors who set the strategic direction of the group. As part of this a variety of measures are monitored e.g diversity, health and safety, attrition rates for improvement.



✚ Reporting to stakeholders at regular intervals not exceeding 12 months on the information derived from that measurement.

✚ Our ESG Working Group seeks to continuously improve our standards, efficiency and effectiveness. The working group is responsible for developing a strategy to achieve our ESG goals.

✚ Our ESG Commitment is a fundamental principle of the Company's business.

The following policies and practices further detail this commitment.

2 Environmental Responsibility

Triangle Fire Systems recognises the environmental and social challenges we face today. Climate change crisis is clear and we therefore aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimise our energy, carbon and waste impacts.

As part of the Network Net Zero Community, we are committed to reducing our Carbon Footprint of 214kg CO₂e:



- ✦ We aim to reduce this by 50% by 2030; and
- ✦ Be Net Zero by 2050

Here's how we do this:

- ✦ We are working to reduce our carbon footprint, minimising waste and energy consumption. The waste hierarchy and diversion to landfill where we cannot re-use.
- ✦ We are dedicated to reducing air, noise pollution, vibration and other nuisances within local communities to improve health by using solar powered welfare units, and public transport where possible.
- ✦ We will engage with local suppliers and businesses to support local communities and reduce our carbon footprint.
- ✦ Removing single use plastic e.g. cups from all offices
- ✦ Promoting electronic documentation e.g. RAMS, O&M manuals and Certificates.
- ✦ We have various organisational and employee initiatives, such as our 'Green Car' salary sacrifice scheme and our cycle-to-work scheme.
- ✦ Reviewing policies and ensuring they meet our ESG policy e.g. Introducing hybrid vehicles and electric to our vehicle fleet, as the infrastructure and range improves.
- ✦ We have adopted solar welfare units which create less emissions for communities, as well as noise.
- ✦ Sustainable/efficient ways of designing sprinkler system. When designing a sprinkler system, where applicable smaller sized pipe work is used thus reducing the overall footprint of the pipe work.
- ✦ Utilise remote conferencing software to reduce travel requirements.
- ✦ Promote and increase recycling. Minimise waste.
- ✦ Identify renewable energy sources.
- ✦ Promoting a culture of environmental awareness amongst all employees, especially at design stage by following Construction Design Management (CDM) principles, which aim to ensure risks involved are managed from start to finish.
- ✦ Implementing ISO 14001 policies/processes has enabled us to demonstrate to customers and stakeholders that TFS is committed to reducing its environmental impact.

All suppliers and subcontractors are held to the same high standards with regard to environmental sustainability, and we carefully vet policies and procedures to ensure where possible they are contributing positively to net zero carbon targets.

3 Social Responsibility

We put people and the interaction we have with them, whether they are employees, clients or the wider community at the centre of everything we do.

Social Value initiatives include:



3.1 Hiring, Retaining & Rewarding a diverse workforce

We are committed to the principles of equality in employment and to fostering a work place where all employees are able to prosper and advance based on the suitability and quality of their work alone.

This policy is based on the principle that all employees should be treated with dignity and respect. There should be no unfair discrimination of employees, workers or associates of the company on the basis of gender, race, ethnicity, nationality, health, age, sexual orientation, marital status, religious belief or philosophical belief.

Diversity is key for company growth and key measures are monitored by our board.

We will continue to create local employment opportunities within our areas.

We are dedicated to removing employment barriers within the construction industry for under-represented and disadvantaged groups. We have increased female workforce, implemented policies such as flexible working and continue to provide work experience.

We're proud to report that 87% of employees think Triangle is a great place to work. Annual surveys will be used to measure and respond to employee feedback.

We will always ask our employees what we can do to improve their job satisfaction, and we have a dedicated ESG working group to support that.

We are a Living Wage employer and employ a fair pay practice, which ensures the pay we offer is competitive with the market for the same, or similar job, qualification and experience.



The following benefits help to further enhance the working experience:

- ✚ Paid Sickness,
- ✚ Flexible Working Hours
- ✚ Cycle to Work Scheme
- ✚ Salary Sacrifice Car Scheme
- ✚ Paid Holiday
- ✚ Health Cash Plan

3.2 Building Client Relationships

TFS is a fast-growing company with a diverse client base operating in commercial and residential sectors. We work with some of the UK' largest construction companies, as well multinationals well known in their sector who rely on our expertise and commitment to complete a project to the highest professional standards.

In an ever changing business and regulatory environment we work with them to make sure their projects are conducted to the highest professional standards.

We look to support clients social value requirements where possible.

3.3 Promoting a Learning Culture

TFS has a supportive learning approach, where all our employees can maximise their potential for self-improvement and career advancement. As a company with diverse operations, we offer a considerable amount of on-the-job learning opportunities across

sectors. Additionally, we offer a wide range of internal and external training opportunities.

3.4 Employee/Social Value Initiatives

- ✦ Key initiatives for employees include:
- ✦ Employee appreciation events, such as Summer and Christmas parties.
- ✦ Encouraging and assisting to provide a work/life balance with a flexible and considerate approach to employment and working practices, including working from home and early Friday finish.
- ✦ Supporting the local community by employing local people where appropriate.
- ✦ Encouraging employees to participate in and contribute to activities which benefit the welfare of members/sections of the local community, supporting volunteering to help the communities we work in e.g. litter picking, support of the Hastings literacy hub. Providing sponsorship for initiatives or events run by or benefiting local charities, or other local worthy causes.
- ✦ Supporting local charities and other local worthy causes for participation/sponsorship by the Company and its employees. A charitable partner is nominated bi-annually. Charity 4 Kids was a recent sponsorship.
- ✦ Sponsorship Partners for Hastings United FC.

3.5 Maintaining Health and Safety

The safety of our staff and everyone touched by our work is of the utmost importance to us, whether in one of our offices, or on a worksite. Our safety, health, environment and quality management system(s) governs our core processes and empowers all employees to take responsibility for their own health and safety, as well as those of others around them at work, especially on site. Likewise, every employee is authorised to stop work at any time if they feel unsafe.

- ✦ Our Risk Assessments and Method Statements for working on construction sites clearly demonstrate our commitment to the safety and welfare of not only of our staff, but clients, as well as the wider community and environment.
- ✦ Carrying out of environmental audits when required.
- ✦ Promoting a culture of environmental awareness amongst all employees, especially at design stage by following Construction Design Management (CDM) principles, which aim to ensure risks involved are managed from start to finish.
- ✦ Ensuring that the Company's products and services meet all relevant standards of safety and quality; endeavouring to provide customer satisfaction with a view to retaining customers and maintaining a good relationship with them.
- ✦ Ascertaining ISO 14001 and our Race to Zero Pledge demonstrates to our customers and stakeholders that TFS is committed to reducing its environmental impact.

Our safety, health and environmental performance is monitored and reported routinely so that the effectiveness of the management system can be maintained. Objectives and targets are set annually and are subject to regular updates through quarterly reviews.

4 Governance

Our board incorporating Exec and Non-Exec Directors set the strategic direction of the group to ensure continued growth and long-term success. Policies and procedures are put in place, in line with current laws and regulations, and supporting our company purpose and values. The Board meet at least ten times throughout the year and are responsible amongst others the following values/standards.

The Company is committed to establishing and maintaining high standards of business ethics through a strong code of ethics and business conduct, ongoing ethics training and promotion of a culture of integrity, honesty, ethical and responsible conduct in its business activities and behaviours. The company is listed on the CIPS Corporate Ethical Register.

We have a robust framework in place to manage all types of business risk. Processes for both internal and external risks are measured via a variety of tools and policies that produce reports for management review.

GDPR training is provided to all employees as part of our induction process. The company has a robust IT Recovery Plan, which clearly outlines the procedures to follow should any critical IT function become impaired or is maliciously damages.

We have a documented policy management system that follows best practice for document policies, procedures and processes. Ensuring the Company complies with all applicable local and national laws and regulations, relevant standards and codes of practice.

- ✚ We are ISO 9001: 2015 & ISO 14001: 2015 certified,
- ✚ Third party accredited with FIRAS Certification Scheme for 'Contractors Installing Residential & Domestic Sprinkler Systems, as well as Passive Fire Protection,
- ✚ Third party accredited with LPCB Certification Scheme,
- ✚ NAPIT Electrical Installer Certificate Scheme,
- ✚ BMtrada for installing and maintaining fire doors,
- ✚ Members of the RSA and BAFSA, as well as;
- ✚ CHAS and BAFE accredited.

4.1 Measuring and Reporting Compliance

Our ESG Working Group seek to continuously improve our standards, efficiency and effectiveness. The working group is responsible for developing a strategy to achieve our ESG goals and a balanced scorecard approach.

The Directors will adopt and implement (and vary from time to time as they deem necessary) detailed clear written requirements for the Company to monitor and report on the Company’s compliance with this ESG Policy, including: metrics and methods for measurement sufficient to show trends over time and progress against established objectives/targets.

Reporting to stakeholders at regular intervals not exceeding 12 months on the information derived from that measurement.

The Directors will publish to stakeholders all of those written requirements when they are adopted and whenever they are varied.

4.2 Responsibilities

The Senior Management Team will endorse this ESG Policy and are fully committed to its implementation.

This ESG Policy will be regularly reviewed and updated as necessary. It will be published on the Company’s website so that it is freely available to all stakeholders and others to view.

This ESG Policy has been approved & authorised by:

Name: Alaina Brown

Position: Contracts and Procurement Director



Signature:

Dated: 01 June 2023