



trianglefire

SYSTEMS

Company  
Scorecard

# Foreword

*No-one can hide from the climate crisis. The government has stated: Climate change is happening now. It is one of the biggest challenges of our generation and has already begun to cause irreversible damage to our planet and way of life. We have clear evidence demonstrating the pace of warming in recent decades and the impacts we will face should this continue. As we redouble our efforts to achieve net zero, we must also continue to raise ambitions on adaptation to ensure the UK is resilient to the challenges of a changing world.*

*David Attenborough is always thought provoking "We are at a unique stage in our history. Never before have we had such an awareness of what we are doing to the planet, and never before have we had the power to do something about that"*

*We cannot remain inactive.*

*David's question on: "are we happy to suppose that our grandchildren may never be able to see an elephant except in a picture book?" As a family business this resonates and our business at its heart to protect life.*

*The built environment in the UK covers 27% of emissions. We also understand our clients need help to reduce this across all specialist trades.*

*We have started this journey and have implemented key strategies to ensure action.*

*Triangle have signed the Net Zero Pledge to assess our impact and have developed an ESG working group to monitor our carbon reductions. This includes hybrid vehicles, CO2 caps, solar welfare units and off-setting to support initiatives in Borneo and the UK.*

*Our balanced scorecard will measure our performance on all areas of Environment, Social and Governance to ensure we deliver a company fit for the purpose of keeping tomorrow safe. This will be overseen by our Group Board, ensuring we meet the needs of our shareholders.*

*We want and need a diverse workforce, representative of families across the UK and help build thriving communities. We are focused on supporting young people through skills and employment. We are working with local communities on volunteering arrangements, and charity sponsorship in line with values.*

*Fire has a considerable impact on environment, our sole purpose is to prevent fire, keep tomorrow safe, protect our families and communities futures. We want to build a legacy that we can all be proud of, where we can have a positive impact, by taking action and driving change and enabling the planet and generations to thrive.*

*It wont be easy but every step and contribution will make a difference.*



**trianglefire**



*Alaina Brown*

Contracts and Procurement Director  
Chair of ESG Committee





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# 01.

Our

commitments





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# Keeping tomorrow safe

Keeping tomorrow safe by sustainably shaping communities to be safeguarded against the threats of fire, inspiring brighter futures by protecting today

# Our Values



## Environmentally Responsible

Committed to creating a more sustainable future and continuously work to meet and exceed our targets for a greener environment.



## Collaboration

By working together we can achieve great things; our employees are treated like part of the extended family and we have close working relationships across our entire supply chain.



## Quality

Excelling in everything we do, continuously improving, ensuring the highest quality standards from initial contact to project completion.



## People Focused

Developing our people to be competent, who are accountable, take ownership and realise their full potential.



## Safe

Creating a culture of safety, we are committed to protecting our employees and putting safety at the forefront of everything we do.



## Integrity

Conduct our businesses with honesty and integrity so our employees and clients can trust in us.



## Diversity & Inclusion

We are committed to all aspects of diversity and inclusion. One way we are dedicated to promoting equality is encouraging more women to take up roles within the construction industry.



## Growth & Opportunities

Continue to grow our business and create further opportunities for our employees and our local communities.

# Our ESG Working Group



# Our ESG Commitments



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

We have always been proactive in cultivating a reputation based on being a well-respected and 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; all of which are underpinned by a supportive board.



## Environmental

As a family business and responsible employer, protecting the future for all generations is paramount. We have seen the impact on climate change and are committed to reducing our carbon footprint.

To this end we have signed up to Net Zero by 2050 with a target to reduce carbon emissions by 50% by 2030.



## Social

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

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.



## Governance

TFS Group Board, consists of family owners alongside Executive and Non-Executive Directors who set the strategic direction of the group to ensure continued growth and long term success.

Honesty, integrity and accountability are founding principles, we build trust which is seen in both our client and employee attrition rates.

# 02.

## Environmental



# Environment

Here at Triangle Fire Group, we are dedicated to corporate social responsibility and developing our processes so we can positively impact the world around us. We have always been proactive in cultivating a reputation based on being a well-respected and ethical business that brings value to customers, employees and the society we live in.

We are committed to achieving Net Zero by 2050.

Triangle Fire Group exists to make every day safer, to create a real impact and to ensure the lives of people across the UK are safeguarded. Yet, we understand that we can always do more, which is why we also take our responsibility to the environment seriously and continuously review our goals in order to maximise our impact.



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Here's how we do this:

- ✓ We are working to reduce our carbon footprint, minimising waste and energy consumption
- ✓ We will engage with local suppliers and businesses to support local communities and reduce our carbon footprint
- ✓ We have various organisational and employee initiatives, such as 'Green Car' salary sacrifice scheme and our cycle-to-work scheme.

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.

# Learn more about how we are working towards a better environment



Our biggest impacts are Energy usage and business travel and we will look to make changes where we can at the appropriate times on our pledge to Net Zero.

This is mapped out in our ten year plan moving forward until 2032 and we hope to achieve this prior to said date.

Climate change awareness through staff communications and initiatives

Currently offsetting our carbon through the below initiative:

- ✓ Time4Trees: 30 Trees planted off the Dartford Crossing in Kent



## Electricity CO2

We are reducing our output by:

- Turning off of PCS overnight
- Lowering office temperature
- Renewables energy provider review
- Solar panels



## Recycling

- Centralised recycling point
- Removal of plastic cups



## Business Travel CO2

- Increasing remote meetings where possible.
- CO2 cap on company cars
- Use of pool cars/public transport where possible



## Electric hybrid car

Increase hybrid cars where possible



# Our intensity metrics



## Per Employee

This period  
**1,795 kg CO<sub>2</sub>e**

**1.73% ↓**  
from the last period



## Per £1000 turnover

This period  
**6.00kg CO<sub>2</sub>e**

**3.18% ↓**  
from the last period

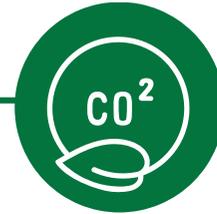


## Per Road Mile - HGV/Van

Last period

**1.00**

kg CO<sub>2</sub>e



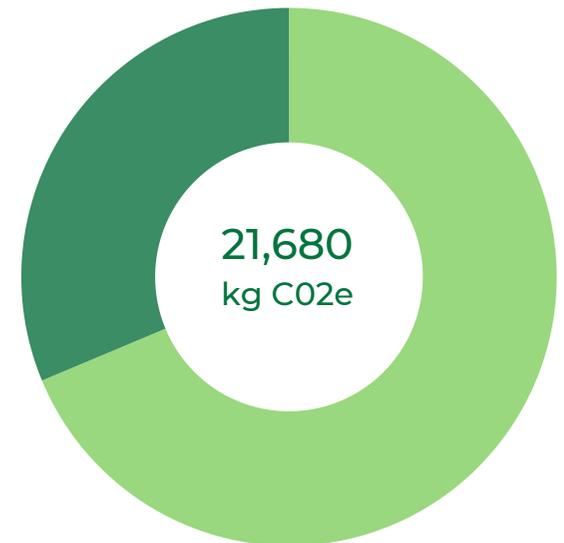
## Total Carbon in Business Travel

Last period

**234.2kg CO<sub>2</sub>e**

**6.53% ↓**  
from the last period

## Total Carbon in Energy



- Electricity 8525kg CO<sub>2</sub>e
- Gas 7,225kg CO<sub>2</sub>e

Green Electricity 100%



# Sprinklers: the sustainable option

Fire sprinklers save lives and reduce property damage but they are also the sustainable option

In commercial and industrial buildings the water to fight a fire is

**0.02% - 17%**

of the quantity that the fire brigade would use.

In residential properties, in the event of fire, sprinklers reduce greenhouse gas emissions by

**97.8%**

In residential properties, in the event of fire, sprinklers reduce water usage by between

**50% - 91%**

# 03.

Social



# Keeping Tomorrow Safe



We're proud of the business we're in. When we receive reports of our installations saving lives it fuels our drive to create an impact within the community and to save lives and livelihoods. It's why we're in this business and why we continue to expand and move forward with what we do.



Yet, we always strive to achieve more.

As a company that has expanded significantly in the last decade, we are responsible for more than our installations which is why we have created a working environment, culture and infrastructure that we are proud of.

At Triangle Fire Group we are dedicated to putting our employees first, which reflects in the feedback our colleagues provide.

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 have engaged with The Princes Trust, National Literacy Trust and Volunteering opportunities to develop, support and enhance our communities. Our home grown training ethos embeds our culture.

- ✓ We will continue to create local employment opportunities within areas we operate in.
- ✓ We will enable local communities and individuals to obtain the skills needed to access employment.
- ✓ We invest in upskilling employees to equip them with new, transferable skills for the future.
- ✓ We are dedicated to removing employment barriers within the construction industry for underrepresented and disadvantaged groups.

# Learn more about how we are keeping tomorrow safe



We actively recruit labour from local area. We consider staff to be local if they live within a 10 mile radius (as the crow flies) from their office.

**40%** of the Upminster office staff are local to Upminster

**92%** of the Hastings office staff are local to Hastings

We are a Living Wage Employer as we believe a hard day's work deserves a fair day's pay.



## Diversity & Inclusion

17.5% of our work force are female

12.5% of our board is female

**Targets:** Increase female recruitment

## Attrition

Our attrition rate is 1.5%  
Construction industry average is 21.4%

**Targets:** Continue to review feedback from engagement survey and exit interviews

## Volunteering

- All staff are offered 4 hours of paid volunteering
- Volunteering in 2024 including supporting Surviving Christmas Hamper Campaign, The National Literacy Trust and the Martha Trust Gardening Project

## Charitable donations and sponsorship

- Charity for Kids
- Ronald McDonald House
- RNLI
- Glowbaby
- Midlands Girls Football Team
- HUFC Business Sponsors

# Our people

Our people are the key to our success, and we want them to feel happy and safe in their work whilst also helping them develop to the best of their abilities.

We send annual employee engagement surveys for our staff to give us honest feedback. We're proud that our employees rate working with us so highly. We're dedicated to creating a working environment that encourages and fosters a positive and meaningful day-to-day.

- ✓ Flexible working including early finish Fridays
- ✓ Buy and Sell Annual Leave
- ✓ Health Plan
- ✓ Appraisals and development
- ✓ Annual staff event
- ✓ Employee of the year
- ✓ Access to The Body Coach App



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85%  
think Triangle is  
a great place to  
work

82%  
see a future  
with Triangle

# A snapshot of some of our social initiatives



# 04.

## Governance



# Meet the board



TFS Group Board, consists of family owners alongside Executive and Non-Executive Directors who set the strategic direction of the group to ensure continued growth and long term success.

Policies and procedures are put in place by the board, in line with current laws and regulations, and supporting our company purpose and values.



Colin Chantler  
CEO



Steve Chantler  
Retro Projects Director



Ollie Gibson  
Finance Director



Matt Simcox  
Non-Exec Director



Mark Castle  
Non-Exec Chairman



Nigel Chantler  
Technical Director

# Governance



Triangle Fire Group are fully committed to creating a sustainable inclusive business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers and the community.

We embrace the role our business plays on a day to day basis in contributing to a better society creating a future where everyone has a chance of a better quality of life, through new skills, investment and opportunity.

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.

Triangle Fire is further committed to establishing and maintaining high standards of business ethics through a code of ethics and business conduct, ethics training and promotion of a culture of responsible conduct in its business activities and behaviours. We are listed on the CIPS Corporate Ethical Register.



We are ISO 9001: 2015 and ISO 14001: 2015 certified, as well as being accredited for the work we carry out by FIRAS, LPCB, BM TRADA, CHAS, BAFE and NAPIT

# Building Safety Act

The Building Safety Act came into force on the 1st April 2023 introducing new duties for the management of fire and building safety in high-rise residential buildings.



The Act defines competence as “having appropriate skills, knowledge, experience and behaviours.” At Triangle Fire, in addition to our FIRAS accreditation, we also hold CHAS Elite certification and all our Engineers hold CSCS cards.

We are registered signatories of the Building a Safety Future Charter, an important first step towards achieving the culture and behavioural change in relation to the Charter’s objectives around building safety

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*Triangle Fire Systems have provided extensive support and advice to us throughout the process of producing and submitting a building control application to the BSR while undertaking both Principal Designer and Principal Contractor roles.*

*We were especially pleased to have our building control application to the BSR validated in less than 24 hours with no comments received or additional information requested from the BSR, which clearly reflects Triangle's experience and competence, but also their ability to navigate new and complex legislative requirements.*

*As part of our client duties for the application, we had to demonstrate our due diligence process for appointing TFS as our Principal Designer and Principal Contractor. This was an easy process for us because the team at TFS have a wealth of experience on large-scale sprinkler retrofit projects which was evidenced with impressive case studies and qualifications*

*Henry Salmon, Building Surveyor  
Portsmouth City Council*

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# Learn more about our governance



We have a documented policy management system that follows best practice for document policies, procedures and processes.

We have policies that cover:

- ✓ ESG
- ✓ Whistleblowing
- ✓ Risk management
- ✓ Data Protection
- ✓ Wellbeing
- ✓ Equal Opportunities
- ✓ Cybersecurity

Payment dates to supply chain

**TBC**

paid within terms

Health & Safety Measures

AFR for 2024 is 0%  
LTIFR for 2024 is 0%

We report near misses to ensure prevention of future accidents.

Targets: Focus on zero

## Accreditations

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