

SUSTAINABILITY POLICY 2025

The TCG logo is located in the top right corner of the page. It consists of the letters 'TCG' in a white, bold, sans-serif font, set against a dark green background that is shaped like a folded corner of a document.

This statement outlines our approach to sustainability and corporate responsibility. It should be read in conjunction with our vision and values, corporate strategy and supporting policies in relation to social, environmental and economic issues. We are committed to promoting the sustainability agenda through our own business operations, and supporting our clients to achieve their sustainable business goals. We strive to create a place for people to thrive in our business, deliver performance we can be proud of, support communities who are better for knowing us, and ensure environments are both protected and enhanced. We are committed to driving continual improvement, to deliver more sustainable, efficient construction and business processes in those areas where we have direct control, or the ability to influence others. Our approach to our sustainable business strategy supports our endeavour to create value for our business and society by:

People

- Offering an unbeatable employment experience by promoting equality and diversity, investing in training, development, and succession planning to recruit, retain, and develop the best talent in our sector.
- Conducting our business responsibly to ensure the health, safety, and well-being of all stakeholders and environments affected by our activities.

Performance

- Providing the best customer experience in our industry by embedding a customer-focused culture that drives continual improvement and supports our customers before, during, and after project delivery.
- Achieving sustainable growth by working with repeat customers and building strong, strategic supply chain partnerships.
- Achieving optimal operational efficiency to secure profit through a resource-efficient culture and sharing the benefits of this experience with customers and supply chains.

Communities

- Creating social value by investing in and collaborating with community, charity, and supply chain partners local to our project sites and offices.
- Generating upskilling and employment opportunities to support communities and reduce the social and economic impacts of unemployment and underemployment.

Environments

- Driving revolutionary change in our industry to secure its sustainable future.
- Driving resource efficiency and circular economy through responsible procurement, efficient construction, and working with suppliers and charity partners to reuse materials.
- Delivering healthy and sustainable spaces that meet customers' present and future needs.
- Promoting sustainable building solutions that reduce the impacts of whole-life costs and resource depletion.