

Environmental Sustainability & Net Zero Commitment

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Purpose

This statement sets out tmGroup's commitment to reducing the environmental impact of its operations in a manner that is proportionate, risk-based and aligned with recognised management system principles, including those underpinning ISO27001.

Scope

This commitment applies to:

- All tmGroup operations
- Employees and contractors
- Office-based and remote working arrangements
- Key suppliers and service providers where relevant

Commitment

tmGroup is committed to:

- Reducing greenhouse-gas emissions arising from its operations
- Supporting the UK's transition to a low-carbon economy
- Working towards net zero greenhouse-gas emissions by 2050, in line with UK government targets

Environmental Risk-Based Approach

Consistent with ISO27001 management system principles, our approach focuses on identifying, managing and reducing environmental risks associated with our operational activities.

Current controls and practices include:

- A predominantly remote and hybrid working model, reducing commuting and travel-related emissions
- No company car scheme, limiting business transport emissions
- Transition to cloud-based IT infrastructure, reducing reliance on on-premise systems and improving energy efficiency
- Digital-first processes, reducing paper use and physical storage
- Proportionate energy-efficient office practices where office space is utilised

Suppliers and Third Parties

Environmental considerations form part of our supplier and third-party management approach where appropriate. We seek to work with suppliers who demonstrate responsible environmental practices and align with our sustainability objectives.

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Measurement, Monitoring and Continuous Improvement

In line with ISO27001's principle of continual improvement, tmGroup will:

- Periodically review its environmental impact
- Identify opportunities for further emissions reduction
- Develop measurement capability as systems and data maturity improve

Where emissions cannot yet be reasonably eliminated, the business may consider the use of high-quality, verified carbon offsetting as a secondary measure.

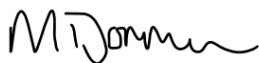
Governance and Responsibility

Overall responsibility for environmental sustainability and this statement sits with the Senior Leadership Team.

This statement will be:

- Reviewed periodically
- Updated as our operations, systems, regulatory requirements and stakeholder expectations evolve

Michelle Dorman



Director HR & Legal

Revision History:

Version	Date	Author	Summary of Changes
V1	Dec 25	Michelle Dorman	• New statement creation