

Sustainability

Annual sustainability report & CSR statement | **June 2025**



Foreword | **Adapting to change**



Ben Gibbs
**Marketing & Sustainability
Manager**

As we review our achievements across the 2024-2025 financial year, we are reminded firstly, of the incredible journey we have been on.

The huge progress that has been made in the past 5 years under TCI's Sustainability Charter has seen us reach Scope 1&2 Carbon Zero, and guided our approach to waste, vehicle management and procurement processes. We've been proud to be able to support some amazing community groups and charities, and our apprenticeship and employee development opportunities have blossomed, much like the individuals that have engaged in them.

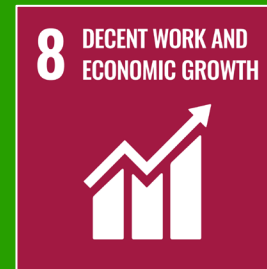
We are now faced with the challenge of diminishing returns and a reduced market appetite for innovation and environmental benefit, but remain committed to maintaining our efforts and encouraging others to follow.

Greater emphasis on social value within the industry has been welcomed by TCI and aligns with an already established programme of community support and apprenticeship opportunities within our operational regions.

This fifth annual report provides a brief glimpse into some of the activities that build on work that takes place on a daily basis. It reflects our values, but also suggests that a renewed approach will need to be developed over the course of the next 12 months if we are to adapt to the needs of the industry, people, and planet

Employees & Workplace

What makes us TCI



3 GOOD HEALTH AND WELL-BEING



Good Health & Wellbeing

Encouragement of active sports participation and relaxation are a key part of life at TCi, helping employees to separate work and play, and supporting fundraising challenges such as marathons, cycling goals or football and golf tournaments. Healthy eating is also a priority. Weekly fruit deliveries to the office provide free access to healthy snacking, with an emphasis on local and UK produce. Employees are offered funding to receive the annual flu vaccine.

TCi is a Disability Confident employer and has a mental health champion as well as five qualified Mental Health First-Aiders located across the company.

An outdoor seating area at Head Office has enabled staff to enjoy their breaks and make use of fresh air in good weather.



TCi has supported food banks via corporate and staff fundraising and has funded and engaged in the provision of Christmas meals for the homeless and vulnerable.



Mental Health Charter

TCi has adopted and committed to the principles of the **Building Mental Health Charter**.

The charter includes pledges to provide awareness and understanding, reduce stigma and discrimination and encourage conversation.

It is a commitment to enabling champions and access to accredited Mental Health First Aiders.

Supported and recognised by:

CITB, Considerate Constructors Scheme, Construction Industry Helpline, Lighthouse Club and Mental Health At Work

Mental health first-aiders



Beth Cole



Lauryn Osborne



Paul Horabin



Ellie Ball

MHFAiders* are a point of contact if you, or someone you are concerned about, are experiencing poor mental health or emotional distress. They are not therapists or psychiatrists but they can give you initial support and signpost you to appropriate help if Required.



OUR VALUES: **teamwork** **respect** **integrity** **development** **versatility**



Employee Assistance Programme (EAP)

Simplyhealth healthcare solutions cover the most common health and dental issues, plus 24/7 access to experts. They help you check symptoms, book treatment, and claim money back – all with a few taps in our easy-to-use app.

No referrals. No long waits.



Simplyhealth

- Discounted private Physio care
- Fast access to diagnostics
- Exclusive discounts
- Online physio assessment
- Eyecare discounts
- Healthcare Cash Plan
- 24/7 Virtual GP Access
- Employee Assistance Programme (EAP)
- Pre-existing conditions covered
- No GP referral needed



Employee Assistance Programme (EAP)



24/7 Mental health support services

Direct access to a counsellor on the other end of a phone whenever your employees need to talk to someone.

One in four adults experience at least one diagnosable mental health problem in any given year.²



24/7 Life advice helpline

Expert legal and financial advice to handle life's challenges, from family support to divorce, from mortgages to dealing with debt.

25% of adults in the UK want budgeting help, rising to over half of 18-34s (52%).³



Open-ended digital therapy

A safe, supportive space to address issues with a therapist, with no referral required and sessions tailored to your needs. Set goals and create a personalised relapse prevention plan to help you manage your mental health.



Mental health coaching

Online coaching sessions to help build a long-term plan and support self-improvement, whether it's enhancing wellbeing, improving resilience or achieving career or life goals.



Simplyhealth

3 GOOD HEALTH AND WELL-BEING



Health & Fitness for Wellbeing

Surrounded by some of the UK's most stunning natural, coastal scenery, employees at TCi receive active encouragement to engage through informal football and golf events as well as organised charity walking, cycling and running challenges.



Croyde Triathlon

Tough Mudder

Gym membership offer

Dartmoor expedition

Walk for wellbeing

Scandi-style swimrun

Cycle to work scheme

A cycle-to-work scheme enables salary-sacrifice purchase of standard or e-bikes and participation in the LoveToRide initiative allows staff to track their commuting mileage.



0333 0220 824 | tcigb.co.uk



4 QUALITY EDUCATION



Quality Education

By maintaining an uncapped training budget, TCI is able to ensure that opportunities to gain education and qualifications are not limited to younger employees. All members of staff are encouraged to seek and undertake courses to increase their skills.

Apprenticeships

CPD

Short Courses

Degrees & Diploma Sponsorship



Traineeships

Work Experience

Internships

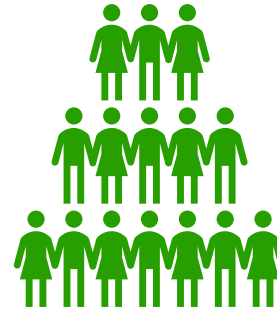




A key commitment for TCI senior management is to maintain an **uncapped training budget** for staff wishing to upskill in line with their role or the needs of the business. Annual appraisals and regular personal progress meetings enable staff and managers to identify any requirements or ambitions and act accordingly.



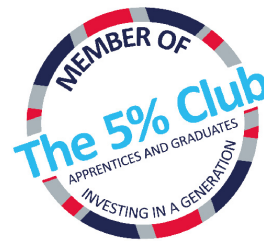
Training & Education



30%

With almost a third of the workforce in training or professional progression roles at any time, constant personal development is extremely valuable to TCI.

More staff undertaking professional qualifications than ever before!

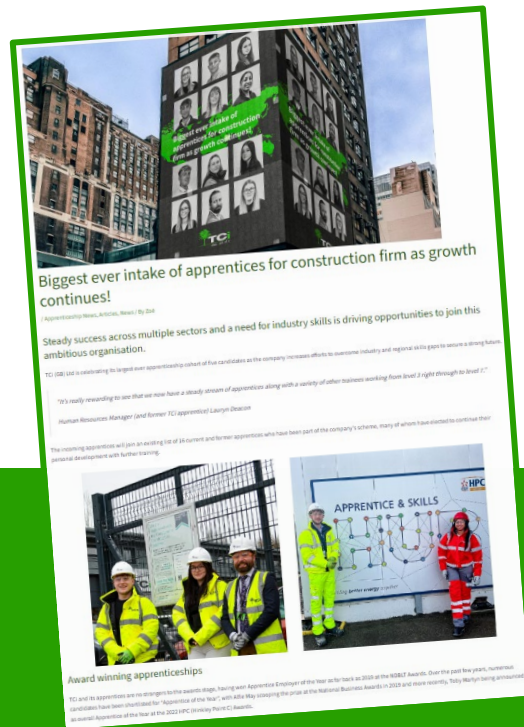


TCi has joined the 5% club, a dynamic movement of employers committed to earn & learn as part of building and developing the workforce they need as part of a socially mobile, prosperous and cohesive nation.



Apprenticeships

Due to skills shortages in our operational regions, TCI has historically taken a “grow your own” approach to recruiting apprentices who quickly develop into much more advanced roles.



TCi regularly offers apprenticeship positions throughout the business as one of the most successful methods for finding and training the necessary staff and most candidates progress into a permanent position, usually undertaking further study in their chosen area. This process is equally popular for training site operatives as it is for office-based staff.



TCi is 'Highly Commended' at the National Apprenticeship Awards, South West Regional Finals





Apprenticeships

20

Apprentice careers to date!



Apprenticeships

Continued intake of Apprentices

Apprenticeships at TCi continue to gain momentum with 8 apprenticeship places created recently, ranging from level 3 to level 7 Degree courses. The next year is expected to provide many more opportunities for further apprenticeships.



This complements trainee programmes that are also running within the company, including several degree courses

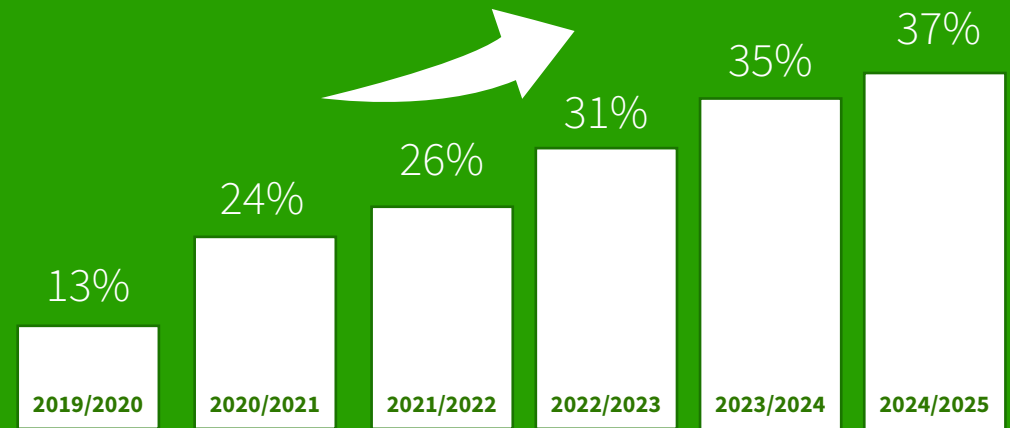
- ✓ An opportunity to engage with and trial potential employees at the start of their career
- ✓ Embed company culture and aspiration
- ✓ A low-risk environment for individuals to develop and shape their roles
- ✓ To fulfil skills requirements in future roles and as a springboard for further development

5 GENDER EQUALITY



Gender Equality

TCi is engaged in actively encouraging women in the construction industry by seeking to fill more senior and site-based roles, breaking down stereotypes and providing opportunities for development. This has proved challenging at times, but with encouragement from client initiatives and the Considerate Constructors Scheme, progress is being made, with female employees now making up more than a third of the workforce - and increasing year on year.



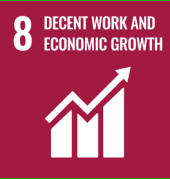
8 DECENT WORK AND ECONOMIC GROWTH



Decent Work & Economic Growth

TCi is and aims to continue growth as a substantial employer in a region renowned for its lack of opportunity and wide disparity between income levels and living costs. Recent investment and expansion into new, state-of-the-art premises closer to the majority of the workforce, a thriving and successful apprenticeship scheme and uncapped training budget are helping to bridge the area's notable skills gap. Elsewhere, TCi's satellite operations and remote projects emphasise the use of locally-sourced labour and staff, delivering genuine economic and carbon benefit to each location.

As a significant employer in Northern Devon, TCi contributes to the local Economy, Innovation & Skills Board which helps to inform the area's economic strategy.



Responsible banking & investment

We've been able to make some impactful decisions about how we manage finances & transactions across the business.

✓ Ethical Banking

Handelsbanken

TCi has chosen to bank with Handelsbanken, leaders in sustainable and ethical banking.

“at Handelsbanken, acting responsibly for the long-term good of our customers, communities and colleagues is not just a hallmark, but a necessity.”

[Find out more HERE...](#)

✓ Ethical Pensions



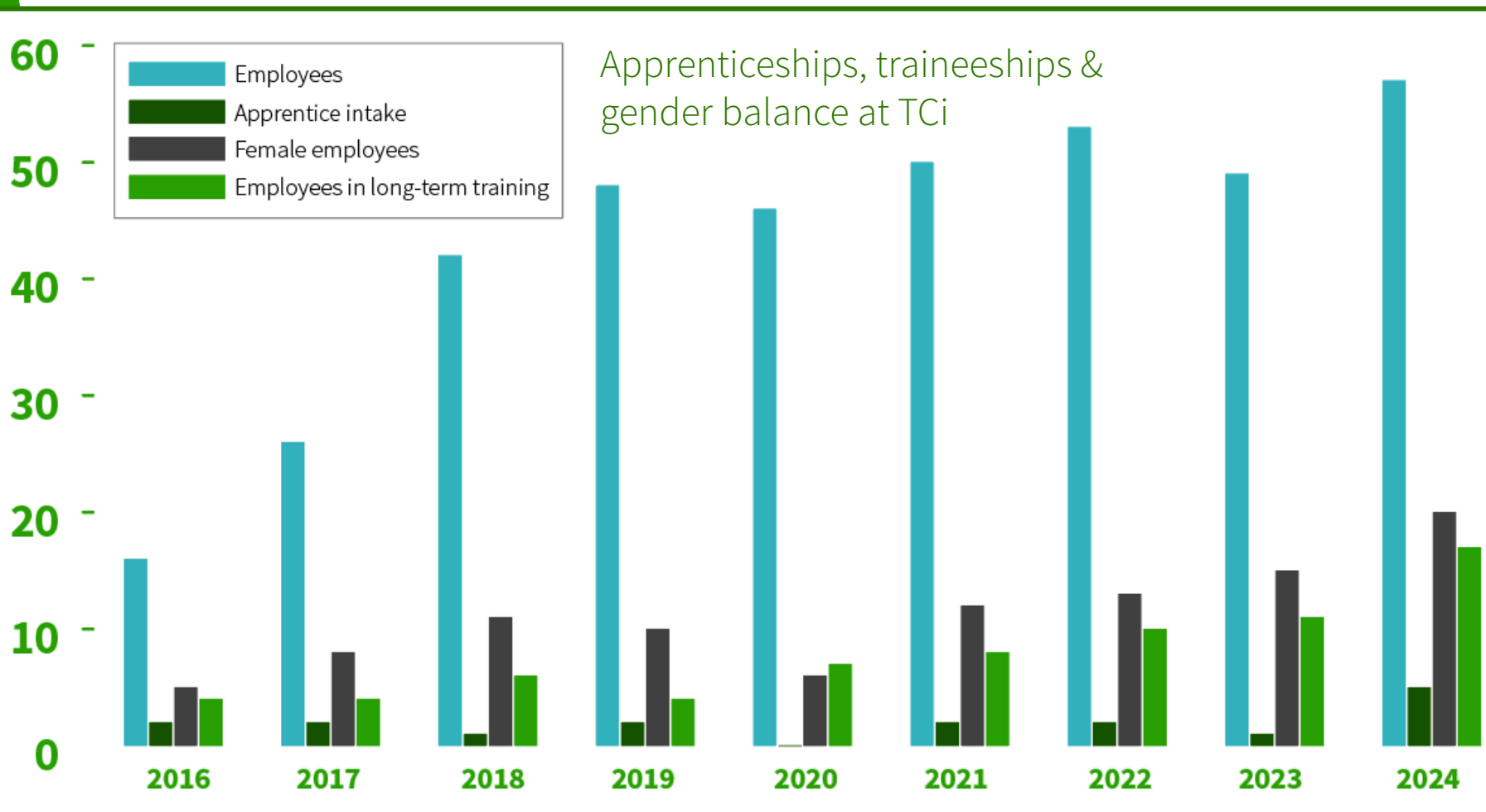
Employee pensions are invested in the Nest Ethical Pensions Scheme.

“All our funds are invested with a view to how people and the planet are treated. We believe investing responsibly creates more money for your pot as well as improving the world we all live in. ”



Employment

Dedicated to providing reliable incomes and opportunities at each working location.



Investing in Quality Employment



Active involvement in promoting employment within each operational region or locality



Regular attendance at local careers fairs organised by local Colleges and DWP



TCi contributes to the Economy, Innovation & Skills Board and engages with training providers to improve courses and provide work experience



Career opportunities & Social Mobility

Out of the success of apprenticeships at entry-level, employees at TCi have found career progression and further development opportunities.

Whether attaining higher educational levels than their parents, or achieving senior managerial and director posts within the company, individuals with drive, ambition and talent are breaking the mould every day.

Career stories

Lauryn
Apprenticeship: **L3 Business Administration**
Progression: **Administration Assistant**
▼
HR & Office Administrator

Emily
Apprenticeship: **L3 Business Administration**
Progression: **BSc (Hons) Design**
▼
MSc systems analysis and management

Zoë
Apprenticeship: **L3 Marketing**
Progression: **L6 Chartered Manager degree apprenticeship**

TCi
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Continued growth and success has seen further directorship appointments at the end of the 24/25 financial year

Contractor prepares for new phase with strategic changes to Board of Directors

As a provider of client-focussed construction solutions across several highly-regulated sectors, TCi has experienced a strong decade of growth to become a substantial SME and local employer. Recent progress has firmly established the business with a presence across the UK, working on major infrastructure projects as both a tier 1 and tier 2 contractor, alongside a national presence as a supplier of furniture to the industry.

The latest development comes as the company makes plans to deliver a series of new contracts, whilst positioning for emerging opportunities. TCi is pleased to announce the following appointments:



Callum Bowden – Operations Director



Scott Hardacre – Project Director



James Vince – Commercial Director





“My work experience at TCi was incredibly beneficial and well planned.

I gained insight into how a professional environment works, especially within the marketing and administration departments - my personal favourites.

All individuals at TCi were really helpful, and always willing to share their knowledge, which made the experience really beneficial and gave me interest in certain departments and career ideas for the future!”

ANYA, YR12 WORK EXPERIENCE CANDIDATE



Work Experience 24/25



Anya

Year 12 business work experience



Finnley & Morgan

Year 10 work experience



Finnley

T-Level quantity surveyor student

“Building an experience for visitors from school or college gives us a great opportunity to reflect on what we do every day, and how that translates into the learning environment”

ZOË, MARKETING ASSISTANT (SUPERVISING A CANDIDATE)



carbon footprint

Measure Aim Reduce Offset Communicate Comply

TCi (GB) Ltd Self Assessed Carbon Footprint Results & Recommendations

Company name	TCi (GB) Ltd
Data entered by	Ben Gibbis
Number of employees	51
Data period	1.1.2023-31.12.2023

TCi (GB) Ltd
2,489 followers

Sunday is National Tree Day 2024! Last November, we went out on a soggy morning to learn how our super team were [#plantingtrees](#) within in our local, [North Devon UNESCO Biosphere](#)

Now there are several thousand young saplings making the most of the summer as part of TCi's carbon sequestration project and providing native [#habitat](#) for [#wildlife!](#)

Watch HERE

[TCitakescareofit](#) [#NationalTreeDay](#) [#sustainability](#) [#carbon](#)

Latest TCi News

TCi furniture WORKS have completed the ACA installation!

5 day installation completed for Mace Group

TCi Fantasy Football

Delivery to Wernick HQ

Sizewell C Ashwood Compound Handover!

Read more updates in the TCi News Centre

Things you can do here:

- Join an upcoming event
- Report your WOs
- Get the latest TCi news
- Access shared documents

Learn more about TCi:

- Our leadership
- Our people
- Our vision
- Our values

Welcome to TCi Core

This SharePoint site is responsible for communication and the sharing of resources for TCi employees across our offices and sites. Here you can meet TCi leadership, learn more about the company, access e-Forms, read the latest newsletters, get involved in with events and connect with other TCi employees.

TCi

TCi Objectives

Zoe Babb

TCi's Environmental and Quality objectives outlines the objectives and responsibilities associated with the TCi Sustainability Charter public document and remains under constant review.

The objectives are set once a year by directors, helping TCi to maintain and continually improve internally, keeping track of progress made.

One of TCi's objectives for 2023-2024 is to make 'Continuous Improvements'. We aim to have 100% of all Non-Conformances raised and reviewed individually or as a collective to seek improvements where relevant.

Communication



TCi company objectives are shared across employee platforms



Effective at keeping employees informed



Accessible report on our carbon footprint, paper usage and other environmental statistics



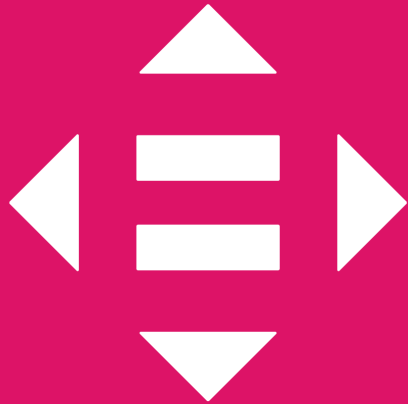
Use of social media to communicate objectives internally and externally



Development of company intranet communications to promote information sharing internally



10 REDUCED INEQUALITIES



Reduced Inequalities

Headquartered and operating substantially within the Southwest of England, and operating in rural and deprived areas across the UK, TCi has a responsibility to advocate for the “levelling up” of the economy.

Providing dependable employment and bringing inward investment to the region, TCi helps to provide the conditions for equality to thrive.

“By working with a range of agencies and education providers, we hope to create an environment where individuals and communities can enjoy genuinely beneficial, sustainable economic improvement”

Alex Slee, Finance Director

10 REDUCED INEQUALITIES



Reduced Inequalities



TCi is a Disability Confident Committed employer, providing equal opportunities, accessible facilities and support for additional needs



Policies & Training

Equality, diversity & inclusion is governed by top-level policy and training is provided to all employees with ongoing development across the business



In 2022, TCi signed the Armed Forces Covenant, committing to guaranteed equality and access to opportunities for ex-service personnel

10 REDUCED INEQUALITIES



Armed forces covenant

When presented with the opportunity to formalise a commitment through the Armed Forces Covenant, the team was eager to get involved.



“It was a great pleasure to sign the Armed Forces Covenant alongside Alex. Seeing more businesses and individuals sign up to the Armed Forces Covenant re-enforces to our people that great companies such as TCI are committed to supporting them as they embark on careers after service.”

COL I.J. PHILLIPS ADC

“Thank you to Alex and his team from all of our soldiers, officers and their families.”

TCI’s commitments include:

- Working with the Career Transition Partnership to seek highly motivated and experienced veterans, who are leaving the Armed Forces
- Offering guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert
- Recognising military skills and qualifications when interviewing for new positions



ARMED FORCES COVENANT



Disability Confident

Having reached some key milestones as a business, TCi is pleased to be able to join the Disability Confident scheme.

Disability Confident works with employers to ensure that disabled people and those with long-term health conditions have the opportunities to fulfil their potential and realise their aspirations.



7.6m
working age people in
the UK have a disability



As a Disability Confident Committed Employer TCi has committed to:

- Ensuring an inclusive and accessible recruitment process
- Communicating and promoting vacancies
- Offering an interview to disabled people
- Anticipating and providing reasonable adjustments as required
- Supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work
- Making sure at least one activity will make a difference for disabled people

10 REDUCED INEQUALITIES



The best Workplace Observation raised in April was made by Ellie Ball!

Ellie identified a potential improvement to the process and documentation we use when managing our supply chain.

The recommendation has subsequently been implemented and will simplify the administration and improve our governance – this is a great example of challenging normal practice and seeking continuous improvement.



TCi Finance Director Alex Stee presenting the award

The best Workplace Observation raised in February was made by Pia Dhadria, whilst working at Hinkley Point C.

Pia identified we did not have an appropriate method for the measurement of noise levels on some sites. This was inefficient and led to inaccurate records.

Her observation and recommendation ensured that appropriate equipment was resourced and is already effectively used for monitoring and reporting.

This is an excellent improvement to the to assist in managing the risk associated with noise to all personnel.



TCi Project Director, Chris Pyne presenting the award

Workplace Observations are the most effective way of improving YOUR workplace. They create a safer, better and a more responsible environment for everyone.

Each WObs submission is reviewed at the highest level and action is always taken accordingly.

[Submit your WObs HERE!](#)



2020/21 introduced new measures in workplace Health & Safety, engagement and inclusive culture.

TCi launched an internal Workplace Observation scheme that empowers **all employees and anyone operating on or visiting a TCi site** to directly report any concerns, suggestions or hazards to the board of directors. The scheme has had a tremendous impact on operations.

Managing Director, Alex Perkis, has awarded more than **45** employees ‘WObs Winners’..

...more than **815** observations have been submitted since the scheme began!



Industry & Environment

Investing in a sustainable future



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Industry, Innovation & Infrastructure

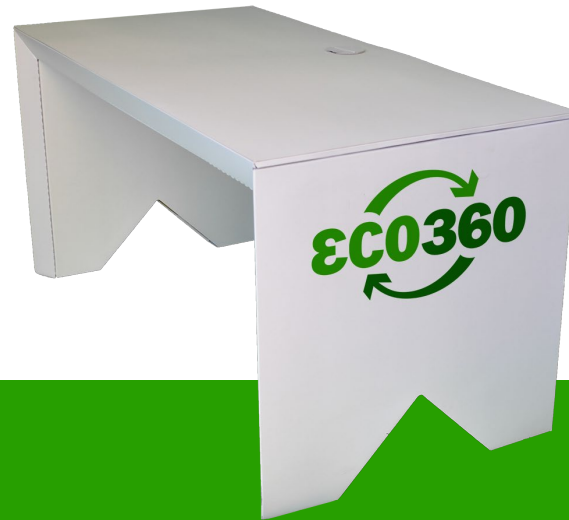
TCi partners and collaborates with a range of manufacturers and service providers to deliver a diverse portfolio of capabilities and products. This has been evident through partnerships with local manufacturers and contractors to share opportunities to upskill the wider workforce and improve services.

The opportunities and rewards that have been made available by the success of TCi as a solutions provider has enabled TCi's partners and collaborates to develop new capacity or experience growth in their own markets, as a benefit from innovations. Projects have been as diverse as a collaborative design brief to create a new type of fully recyclable desk from corrugated cardboard, to generating a high-specification resin flooring technique for use in pharmaceutical manufacturing environments.



ECO360[®] Zero Carbon Desk

- Developed with and manufactured by local North Devon packaging supplier
- Marketed directly to the construction industry
- Installed on major sites all over the UK
- Recognised by Considerate Constructors Scheme and Supply Chain Sustainability School



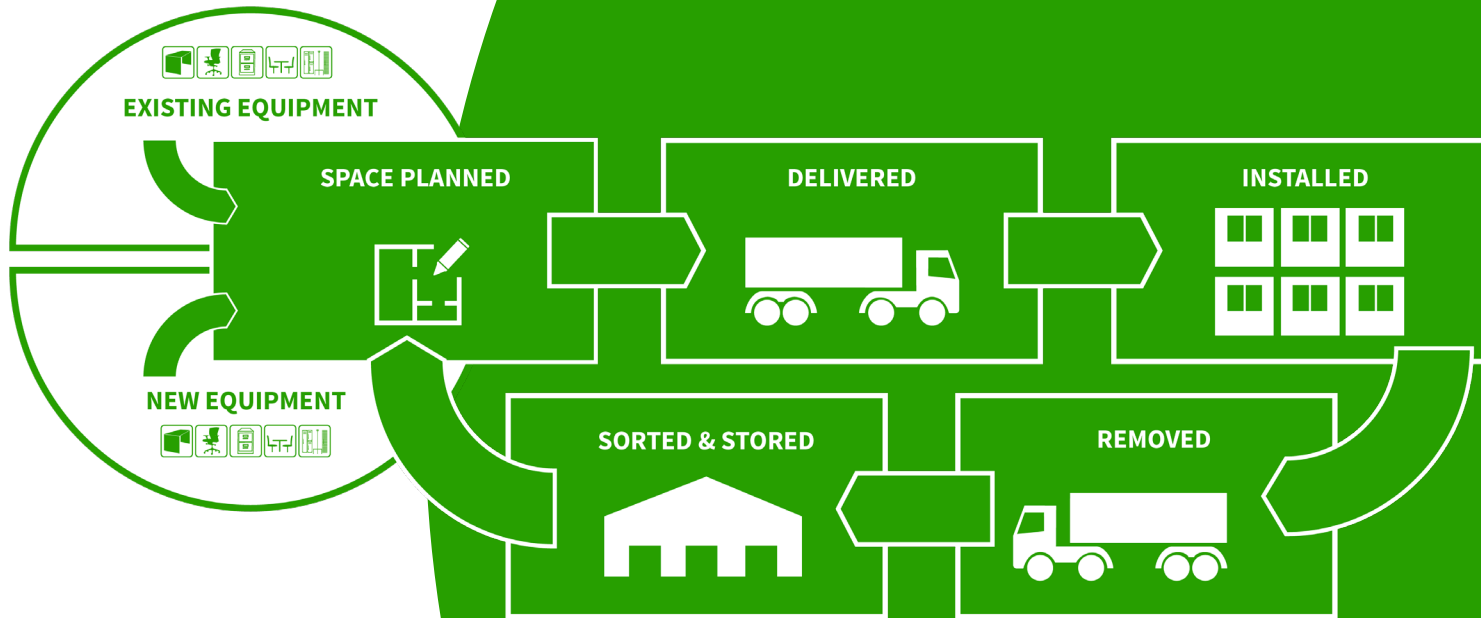
- ✓ **100% Cardboard**
- ✓ **100% Recyclable**

“It’s just like a normal desk, but while you’re busy working, ECO360[®] is helping save the planet!”

- ✓ **Circular Economy**
- ✓ **Carbon Zero**
- ✓ **Plastic Free**

ECO360[®] is the perfect solution for construction site furniture where an easily disposable product is required.

Furniture Asset Management Scheme



Championing re-use

TCi promotes a service that offers contracted collection, refurbishment, storage and installation of FF&E assets between project sites.

A successful model based on the use of premium furniture products, saving waste cost-effectively for the client.

Once furniture has been re-installed at its new site, it will count towards your total carbon saving.

Real-time carbon savings are tracked on a dashboard, showing annual and monthly savings for the client.





TCi has achieved top scores of 45/45 and five stars during Considerate Constructors Scheme audits since 2021, has consistently received national recognition for 10 years and is now a two-time winner of the coveted *Most Considerate Supplier* award.



Company & Supplier Standards

TCi maintains strong supplier relationships that share our ethos in relation to practices, sustainability, quality and environmental controls.

Supply chain partnerships are pivotal to creating a positive impact and the comprehensive supplier assessment procedure ensures that all partnerships are working with similar safety, quality, sustainability and ethical standards as TCi.

TCi now utilises Constructionline as a prequalification process to assess competencies and compliances of our supply chain.





Community Engagement



TCi strongly encourages employees to take part in events and initiatives that support local communities.

Although global circumstances put a halt to a lot of community engagement plans recently, personnel have taken part in a number of local environmental initiatives, with the aim of reclaiming neglected public areas and restoring them to improve conditions for wildlife and for the enjoyment of local communities.

TCi supports and contributes publicly towards the North Devon Biosphere project and local manufacturing network



11 SUSTAINABLE CITIES AND COMMUNITIES



Sustainable Cities & Communities

Operating regularly on city-based construction sites, TCI has devised numerous methods for reducing the impact of its actions on the local infrastructure.

Aside from products and services developed to have a cleaner environmental footprint, deliveries of products for installation are consolidated in warehousing outside of cities for more efficient transit to site. Labour for projects is usually recruited from the area directly surrounding the site.

TCi is a Fleet Operator Recognition Scheme (FORS) Champion which sets high standards for city driving, including enhanced awareness of cyclists and pedestrians.

Charity & Sponsorships

TCi sponsors para-athlete

Jon White is a triple amputee war hero who is now competing as a top-level para-athlete, representing Great Britain internationally.

TCi joined VISA, Team Forces and Landmarc in sponsoring Jon throughout 2024 as he trained to qualify for the 200m Sprint Kayak event at the 2024 Paris and 2028 Los Angeles Paralympics and make history on the water!

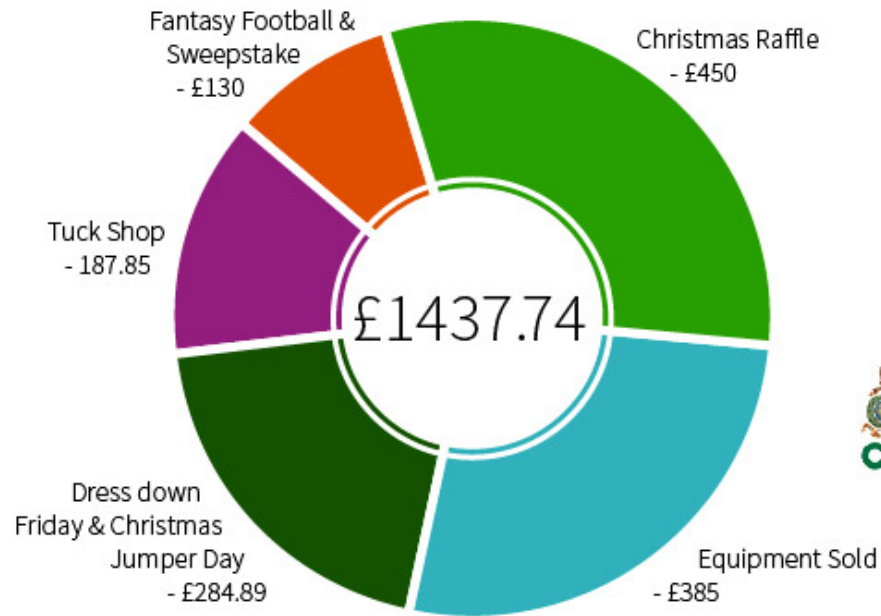
TCi's sponsorship enabled Jon to expand his team of experts to improve his strength, condition and Nutrition. It also helped him to develop more opportunities to give community talks, inspiring other people with disabilities to develop confidence and build their own adventures.

Jon is a patron of The Royal Marines Charity, which gave TCi employees an additional focus for fundraising throughout the year. Their mission is to provide support, advice and lifelong camaraderie for serving and retired Marines and their families.



Charity & Sponsorships

Working with charities reinforces the organisation’s vision of developing beneficial partnerships, and in turn builds the skills of teams, as those who take part experience the personal rewards of making a difference to local communities.



fundraising for



GIVING A LIFETIME OF SUPPORT TO THE ROYAL MARINES FAMILY

2025 Chosen Charity


Throughout 2025, TCI will be fundraising for:

**BREAST
CANCER
NOW** The research & care charity

Construction Consumables & Equipment

This racking contains items available for donation to office personnel in the office

SCAN TO DONATE



SCAN TO DONATE

Please reuse any items where possible

We encourage you to make a donation to Breast Cancer Now by scanning the QR code above



TCi's Summer _____

BAKE OFF

£50 Prize

Date: Monday 2nd June
Location: Head Office

Bakers - Bring On the Bakes!
Enter as many bakes as you like, the more, the merrier! Bring them to the office on Monday 2nd June.
Entry + Tasting Fee: £5 - You can win!

Tasters - Bring Your Appetite!
If you don't fancy entering, you can still win! Bring your tastings to the office on Monday 2nd June.
Tasting Fee: £5 - You can win!

The bake with the most votes and the rest of the bakes will be donated to Breast Cancer Now.



Here for you at times of unexpected need!
Please make a donation using the QR code below



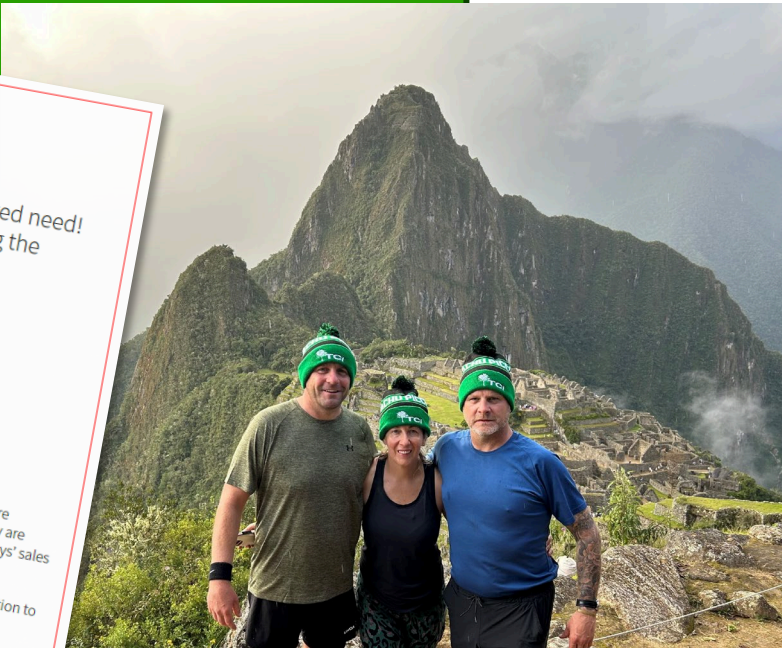
Mondays Organic are a sanitary product company that are sustainable, hypo-allergenic, fragrance and plastic free. They are committed to the future of our planet, which is why 1% of Mondays' sales go to environmental and social causes.

To give back, when using a sanitary product, please make a donation to our chosen charity of 2025, Breast Cancer Now.

Breast cancer now has been improving treatments, care, services & support for the physical and mental health of people affected by breast cancer for 50 years.



**BREAST
CANCER
NOW** The research & support charity



Charity & Sponsorships



Youth football team sponsorship

TCi is a proud shirt sponsor for the Nether Stowey Warriors U10.



Allington CC shirt sponsor

TCi is the shirt sponsor to Wiltshire county league team, Allington Cricket Club for the 2022 and 2023 seasons.



Football Club sponsorship

TCi is sponsoring the Ipswich Wanderers Football Club



Charity & Sponsorships

Dartmoor charity walk

TCi took part in the EDF Charity Walk in support of The Royal British Legion



'Falklands Challenge' walk!

TCi took part in a 10-mile walk along the coastal path from Instow to RMB Chivenor was organised by The Veterans Charity



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Responsible Consumption & Production

TCi sets ambitious targets for the reduction of waste from all of its operations. TCi is committed to achieving Zero Waste to Landfill as a business and uses only waste contractors that provide this service.

As a supplier of furniture to the construction industry for temporary use on sites, TCi has invested in the development of innovations to enable clients to reduce their environmental impact whilst respecting the requirement for site accommodation to be removed rapidly upon project completion. Most notably, via the launch in 2017 of a 100% recyclable desk manufactured from corrugated paper board. It has provided an easily recycled solution to one of the substantial sources of landfill waste generated by the industry.



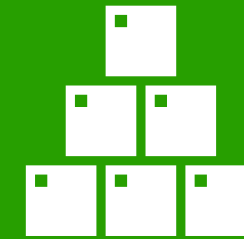
Supplier Performance



FSC®/PEFC timber and responsibly sourced materials as standard



Encouraging carbon monitoring and other good environmental schemes



Packaging reduction requests – bulk ordering to prevent individual wrapping

Supply chain qualification

Join our supply chain

Complete the questionnaire below to register interest in becoming a supply chain partner

TCi is proud to work with a host of exceptional specialist contractors and suppliers who play a successful project delivery. TCi actively invests in collaborative relationship with sub-contractors who operate as an extension to the business, forming long-term and mutually beneficial relationships.

Please take a few minutes to describe your company, products, and services as comprehensive as possible. If they are of interest, a member of the commercial team will be in touch.

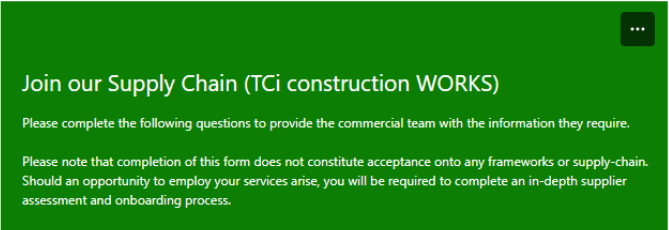
Please note, that as a contractor operating on a project-by-project basis, there are times when they will be in high demand and times when they are not required at all. You may not hear from a member of our team straight away, but rest assured the information you provide will be held for at least a year.

Thank you for applying to join TCi's supply chain – we look forward to the possibility of working with you in the future.



From introductory stage, through to regular, ongoing contractor audits, TCi encourages sustainable practices and innovations from supply chain partners.

“It’s our opportunity to incentivise environmental and social benefit”



* Required

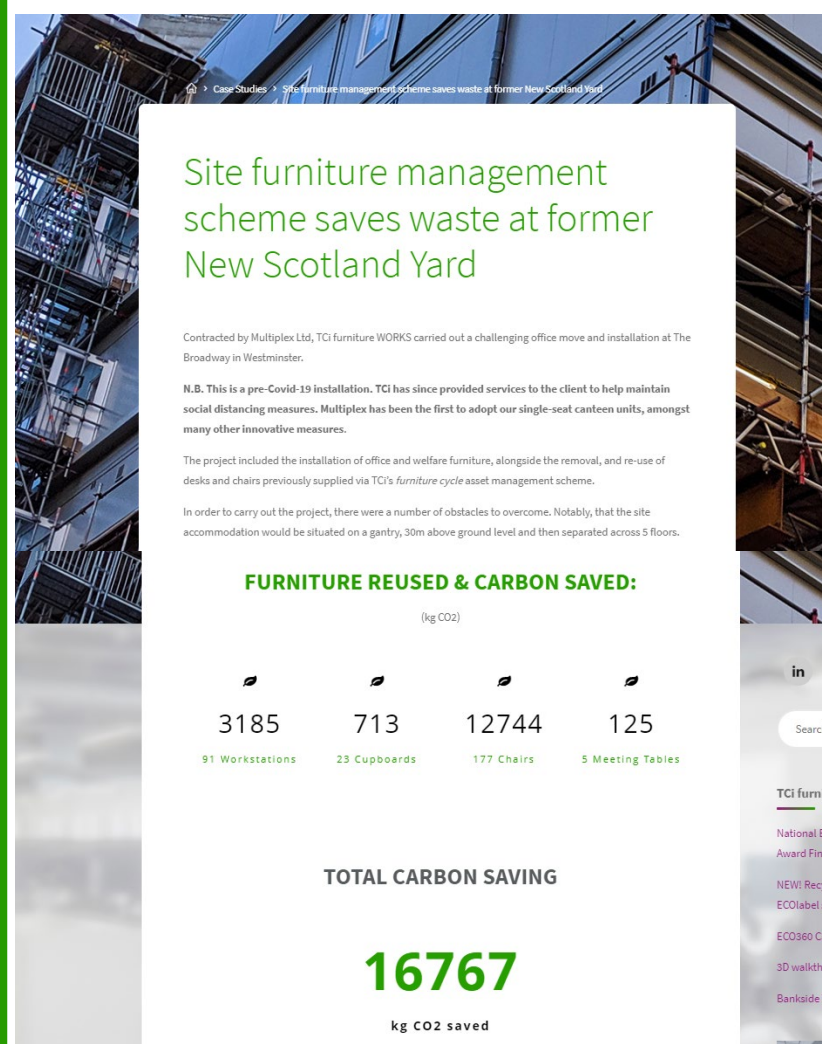
These processes promote and capture evidence of carbon monitoring, conservation, packaging reduction, & waste management as well as responsible procurement and the presence of environmental accreditations.



Asset Management

By providing a furniture asset-management service, tens of tonnes of quality furniture products have been diverted from landfills since 2020, not to mention a vast saving in embodied carbon. One project alone reflected nearly 17 tonnes in carbon savings through furniture re-use. Currently, 3 of the UK's largest construction contractors are engaged in the scheme, with several others on the way.

- ✓ **Diversion from landfill**
- ✓ **Longer-lasting products**
- ✓ **UK manufacturing & labour**
- ✓ **Industry buy-in**



Case Studies > Site furniture management scheme saves waste at former New Scotland Yard

Site furniture management scheme saves waste at former New Scotland Yard

Contracted by Multiplex Ltd, TCI furniture WORKS carried out a challenging office move and installation at The Broadway in Westminster.

N.B. This is a pre-Covid-19 installation. TCI has since provided services to the client to help maintain social distancing measures. Multiplex has been the first to adopt our single-seat canteen units, amongst many other innovative measures.

The project included the installation of office and welfare furniture, alongside the removal, and re-use of desks and chairs previously supplied via TCI's *furniture cycle* asset management scheme.

In order to carry out the project, there were a number of obstacles to overcome. Notably, that the site accommodation would be situated on a gantry, 30m above ground level and then separated across 5 floors.

FURNITURE REUSED & CARBON SAVED:
(kg CO2)

3185	713	12744	125
91 Workstations	23 Cupboards	177 Chairs	5 Meeting Tables

TOTAL CARBON SAVING

16767
kg CO2 saved

in

Search

TCI furnit

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13 CLIMATE ACTION



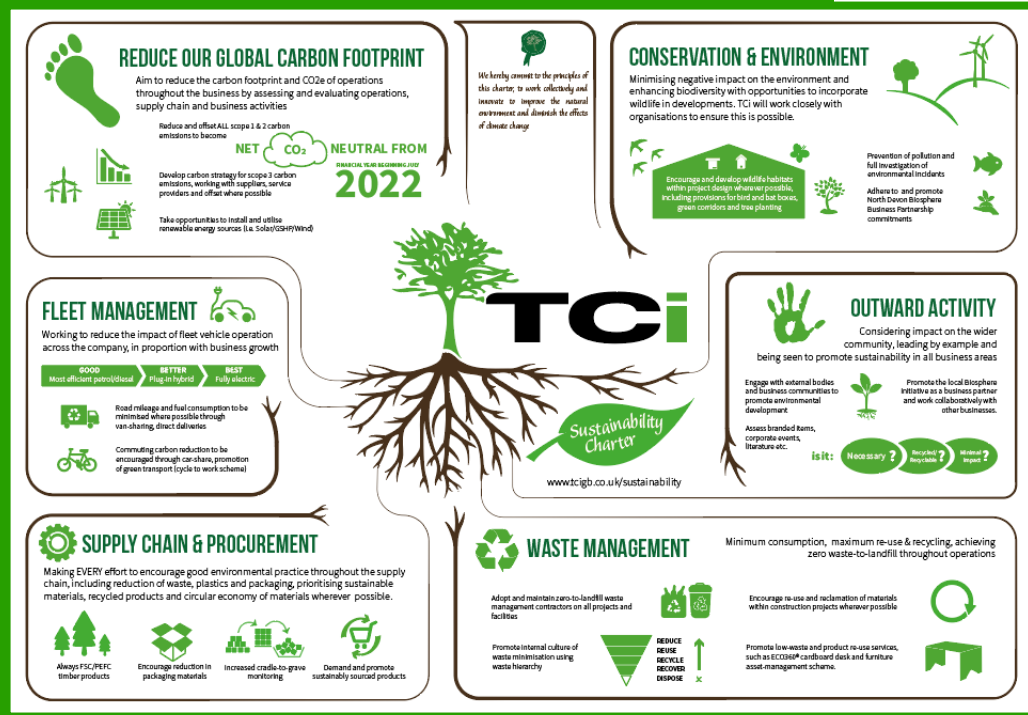
Climate Action

As part of a new Sustainability Charter initiative launched in 2021, TCI committed to being scope 1&2 net carbon zero from July 2022. This has been achieved through a concerted effort to reduce carbon consumption and backed up by tree planting to offset the company's carbon footprint.

Any addition to the vehicle fleet must be considered under a hierarchy of preference for electric or hybrid electric, zero or low emission vehicles. Power consumption at premises is monitored and benefits from the latest light and heating control technology to ensure that lighting and devices are only switched on when needed.

Sustainability Charter

TCi aims to be a leader in sustainability, delivering tangible environmental benefit and positive value to clients



6 Core objectives

- Net CARBON ZERO from July 2022
- Priority for Electric/Hybrid fleet vehicles
- Responsible sourcing and procurement commitments
- Outward engagement with companies and communities
- Regularly embracing opportunities for conservation & environmental protection
- Zero-to-landfill waste management and smart recycling



Buy-in at every level
 Signed and agreed by ALL company directors and managers



Considerate Constructors Scheme Award



“Emily took the opportunity to develop as the lead coordinator for company accreditations, including ISO 9001 & 14001 standards. Since then, she has been responsible for gaining UKAS accredited ISOs, Chas Elite, Constructionline GOLD, FORS Bronze, Supply Chain Sustainability Gold, and many more.”

Emily Bailey: 30 under 30 Rising Star Award Winner

“Her career to date is an excellent example of the ways in which a tenacious attitude towards developing solutions and achieving goals for a company in the construction industry can be both vital to success and highly personally rewarding.”

REGISTERED
ORGANISATION

CONSIDERATE
CONSTRUCTORS
SCHEME



Scope 1 & 2 Carbon Footprint

As a result of several initiatives, TCI's scope 1 & 2 carbon dropped significantly since the benchmark 2018-2019 due to:

- Direct replacement of diesel vehicles with plug-in hybrid or fully electric alternatives
- Upgraded, efficient building heating systems
- Dedicated, 100% renewable energy sourcing

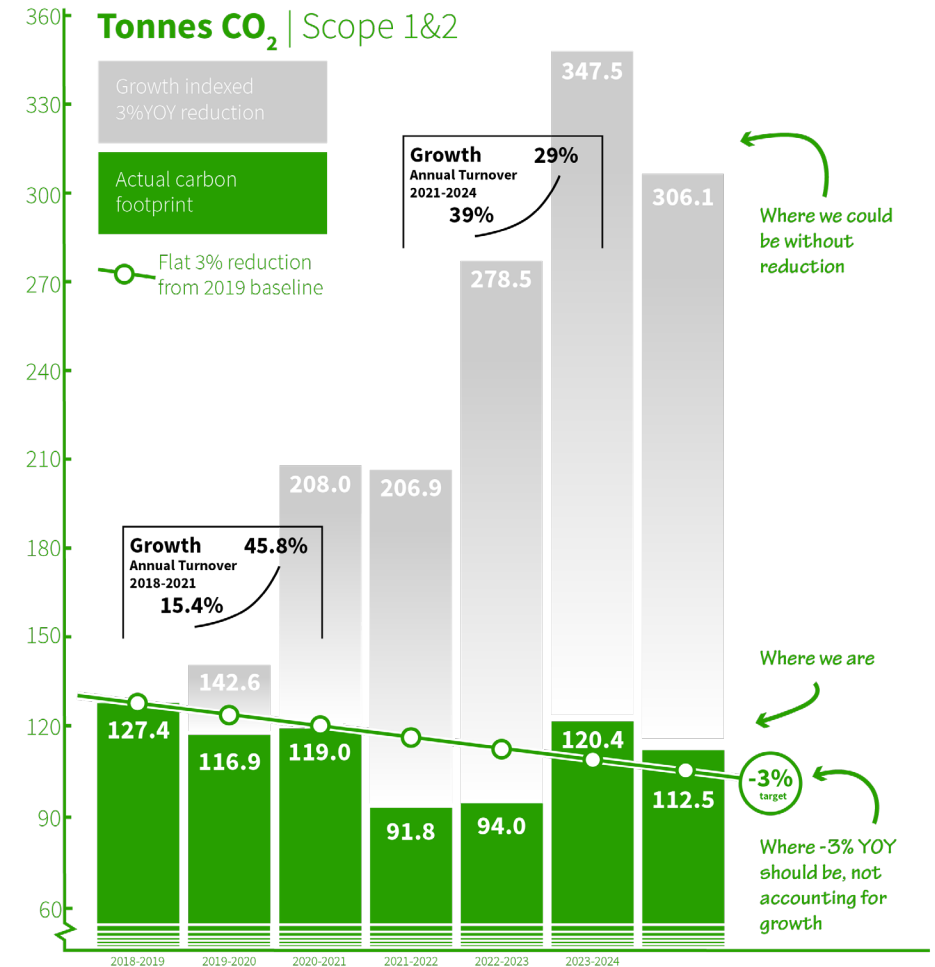


YOY increase



£-indexed reduction

This year has seen a drop in actual scope 1&2 carbon, despite continued business success.



13

CLIMATE
ACTION



We've planted our own forest!



Combined with efforts to reduce carbon emissions, TCI has proudly invested in a reforestation project within the North Devon UNESCO Biosphere Reserve to deliver scope 1 & 2 carbon offset from financial year 2022.

9.5 acres

>6000 trees planted

Managing Director, Alex Perkis took part in the tree planting in November





Scope 3 Carbon

Targets have been set to make progress along an ongoing scope 3 carbon tracking & minimisation journey



Suppliers are asked to provide details on the presence of carbon tracking



Product embodied carbon profiling is undertaken where information is available



Benchmark Scope 3 analysis complete!



We've started our Scope 3 journey!

Scope 3 Carbon

Make it
NETZER

2,892 Tonnes
Scope 3 CO₂e

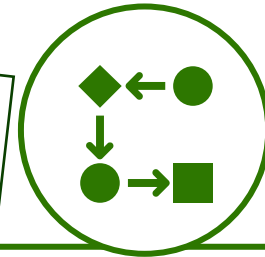
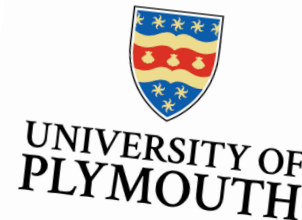
Emissions Assessment Report
TCi (GB) LTD

Company representative: Ben Gibbs
Created by: Kourosh Halat
Reviewed by: Nick Golding
Date: 05/06/2024
Version: V2

Benchmark scope 1,2 & 3 report for
2022-2023 financial year complete!

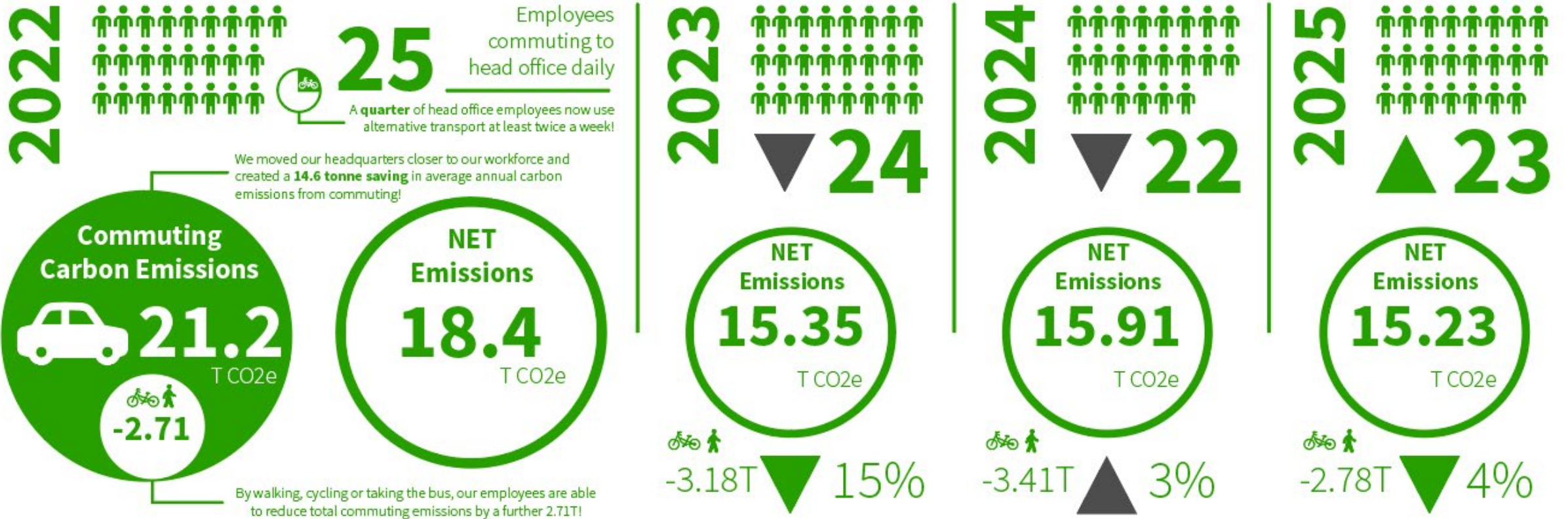
TCi has taken part in a pilot scheme to identify a
reliable method for scope 3 analysis.

The project has been operated by SWMAS via a
Knowledge Transfer Partnership with the University
of Plymouth.



Although currently not a requirement for SMEs, TCi has made pioneering progress in the initial benchmarking of Scope 3 emissions measurement and is now in the process of encouraging supply chain partners to keep their own emissions records

Scope 3 | Commuting Emissions



Life On Land

15 LIFE ON LAND



TCi engages in conservation opportunities wherever possible. The latest project to plant a woodland will not only help to sequester some of the company's carbon footprint, but will help increase biodiversity, using native species and incorporating features to provide insect and bird habitats.

A large-scale industrial construction project incorporated bat and bird boxes and at TCi's new headquarters. There is already a conservation area where bird boxes and insect hotels have been placed, along with wild-flower seeds. The area will also host a food composting facility to cope with food waste from the offices.



Sustainable product portfolio

We're pleased to be able to offer a growing range of sustainability-led products that achieve the tough build quality required for use on construction sites, whilst also reaching an all-important price point to be viable to the industry.

Latest additions to the range and innovations in product and service are constantly evolving

Criteria and recognised standards include:

EU Ecolabel | Recycled Materials | Repairable Design | Carbon Neutral | Social Enterprise





Conservation



IDENTIFYING CONSERVATION

New construction-style signage to mark conservation areas

Made from 50% recycled plastic

WILD BIRD “HOUSING DEVELOPMENT”

5 bird boxes were added to the TCI wild zone this spring, with the first occupants arriving less than 24 hour later!



WILD FLOWER & BEE BOMB PLANTING

Bee-friendly and biodiversity-enhancing seeds

Gifts from events and promotions used

DONATING EDUCATIONAL WILDLIFE RESOURCES

Binoculars & wildlife camera for pupils to use at an ongoing school refurbishment



BUILDING A BUG HOTEL

With students at Chilton Bridge School as part of an engagement project to provide educational value and confidence building with practical skills

15

LIFE
ON LAND



Waste



MILLION MILE CLEAN

Taking up the initiative from Surfers Against Sewage, teams at TCI have been collecting litter from beaches



RECYCLED HI-VIS

Branded safety-wear is sourced from recycled polyester or recycled PET bottles wherever possible from local manufacturer, Leo Workwear.



ZERO TO LANDFILL

Celebrated partnership with SWM recycling to divert all business waste from landfill



RESPONSIBLE PROMO

Using TCI's strict selection guidelines, promotional products have included recycled plastic coffee cups and pens, and recycled paper notebooks!

Surfers Against Sewage

In 2022 TCI signed up to the Million Mile Clean, an initiative promoted by Surfers Against Sewage

Volunteers have now completed 8 cleans in different locations across North Devon, Suffolk and Bridgwater, collecting total of **214.1kg** of rubbish!

Bridgwater
41Kg

North Devon
98.1Kg

Suffolk
75Kg



**Sizewell Beach
2025**



**Instow Beach
2024**





Jul 2023
-Jun 2024



Cardboard **2.35** tonnes



Plasterboard **30.12** tonnes



Green waste **0.70** tonnes



Hardcore **5.5** tonnes



Mixed metals **10.46** tonnes



Plastic film **1.05** tonnes



Soil & stone **10.32** tonnes



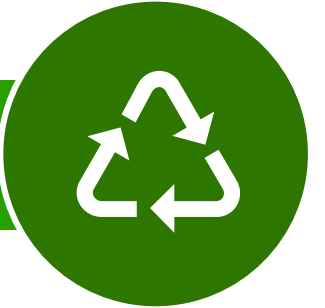
RDF waste **13.57** tonnes



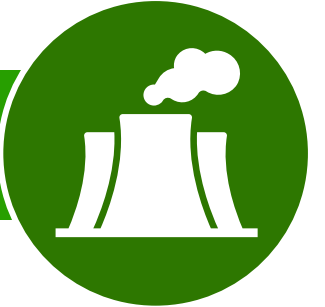
Wood grade C **33.66** tonnes

Waste Management

95.88 Tonnes recycled



13.57 Tonnes to energy recovery



109.45 Tonnes

Total waste diverted from landfill from TCi sites

17 PARTNERSHIPS FOR THE GOALS



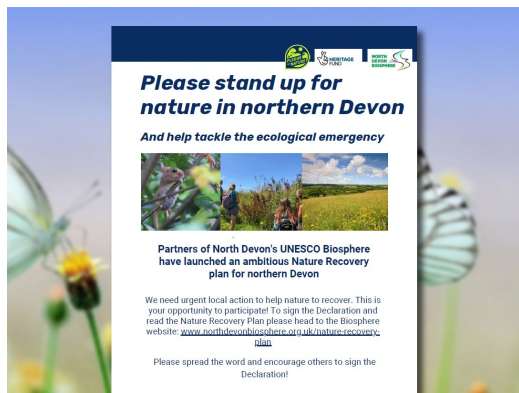
Partnerships for the Goals

TCi works with clients, suppliers, local business groups, charities and initiatives to achieve a more sustainable, more integrated and collaborative community that will provide healthy employment, economic stability and a positive environment for all.





Support & Influence



TCi joined local corporates and organisations in signing the Nature Recovery Declaration



Running articles to help explain environmental sustainability actions for businesses



Managing Director Alex Perkis was joined by Rhiannon and Ben at a local Floating Offshore Wind event, discussing education and economic opportunities with sustainability



Marketing & Sustainability Manager, Ben Gibbs engages in hosting, sponsoring and speaking at events as well as providing advice to other businesses

