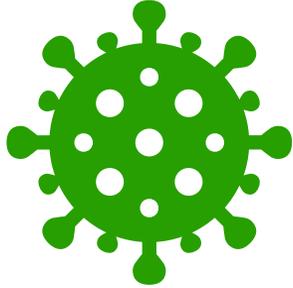


# Corporate Social Responsibility

Statement | **June 2021**



# COVID-19 Response



TCi was in a fortunate position to be able to provide COVID-safe solutions for clients in the construction industry, including carefully space-planned locker rooms, canteens and offices to maximise capacity with social distancing, whilst also continuing to operate on sites, continuing to complete projects within original programmes.

---

***Our space planning and procurement teams worked tirelessly with clients and suppliers to provide safe working environments and enable major national construction projects to continue throughout the pandemic emergency***

---

Thanks to business decisions to adopt cloud-based technology and mobile hardware in the months prior to national lockdown, the agile teams quickly adapted to home and hybrid working structures to deliver a seamless service, collaborating with supply chain partners and clients to overcome challenges. This is an excellent reflection of the ingrained attitude throughout the company which makes it what it is.

# Employees & Workplace

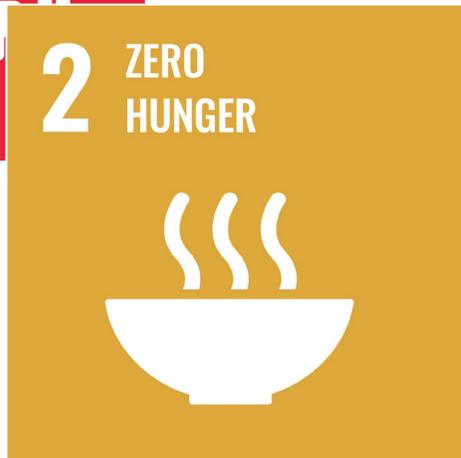
What makes us TCi



# No Poverty/Zero Hunger

By establishing a risk-averse business model to become a sustainable local employer and creating commercial opportunities throughout the supply chain, TCI generates reliable and gainful employment for a diverse range of candidates

***TCi has supported food banks via corporate and staff fundraising (Christmas raffle & ad-hoc events) and has funded the provision of Christmas meals for the homeless and vulnerable in the local vicinity.***



# 3 GOOD HEALTH AND WELL-BEING



## Good health & well-being

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 fruit, 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 currently has a mental health champion amongst four qualified Mental Health First-Aiders located across the company.***



## 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 Charter

**Building Mental Health**  
This is to certify that

**TCi**

will adopt and commit to the principles of the Building Mental Health Charter

**Principles**

Our company is signing this charter and pledging to:

- Provide awareness and understanding of the impact of poor mental health to our workforce and promote positive mental health through facilitated workshops, with the aims of:
  - Reducing stigma and discrimination
  - Encouraging conversation in the workplace
- Educate and enable champions from across the workforce to support keeping our people safe
- Provide access to accredited Mental Health First Aid training and provide assistance to signpost workers to support in their communities
- Recognise and accept education and training provided by peers and Building Mental Health partners

As a company, we are committing to the Building Mental Health Framework which underpins the values of our business and supports people in our industry, every day, and throughout their working lives.

Adrian Sealey – Managing Director  
TCi (GB) Ltd  
Sign up Year  
2019

**Mental Health First Aiders**

John White  
Mental Health Champion

Tom Capron

Glen Armstrong

Lauryn Deacon

*"In 2020 far greater significance was placed on Mental Health Welfare and Mental Health Awareness as a consequence of the COVID 19 pandemic. TCi have grown to understand the importance of Mental Wellbeing in that time. TCi Mental Health First Aiders are all there for you whenever required, don't suffer in silence."*

# 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.

**TCi regularly sponsors of the *Schools Technology Prize* at the North Devon Manufacturers Association annual awards ceremony.**

# Training & Education

**During 2020 TCi launched and took part in multiple internal and external training sessions, awareness sessions and where possible employee activities, in an effort to keep strong communication and engagement through a dispersed workforce**

By mid 2020, the organisation was able to open opportunities for some training roles and apprenticeship opportunities once again, with a commitment to internal growth, TCi is supporting more employees than ever, through studies and personal improvement offering prospective professional development.



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.



# Personal Development

# 20%

With approximately 20% of the workforce in training or professional progression roles at any time, constant personal development is extremely valuable to TCI, however the suspension of college and university activities for long periods during the pandemic has added some delays to courses. It has also led to an increased uptake in short, online learning opportunities however, and staff have been encouraged to engage on day and half-day courses without the need to arrange logistics.



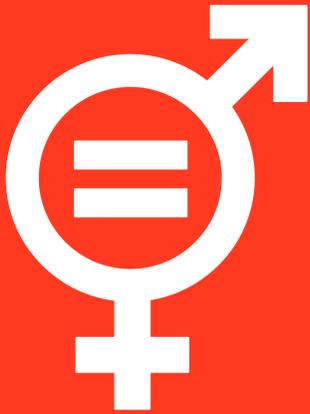
# Apprenticeships

***Due to skills shortages in the region, 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.



# 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 almost a quarter of the workforce and increasing year on year.

## 6 CLEAN WATER AND SANITATION



# Clean Water & Sanitation

Continuing commitments to both the North Devon UNESCO Biosphere, and the TCI Sustainability Charter, TCI is committed to preventing pollution incidents and continuously takes action to remove plastic from its supply chain. A repeated message to suppliers has helped to significantly reduce plastic-based packaging materials. Plastic-based items are increasingly sourced from recycled materials and have included 100% recycled; clear acrylic panels, corrugated floor protection sheets, construction/fabrication sheets and promotional items. TCI has pioneered staff training in pollution prevention and the availability of spills kits on site as well as the use of “plant nappies” to prevent unavoidable oil leakages from entering the environment.

# Affordable & Clean Energy

## 7 AFFORDABLE AND CLEAN ENERGY



As a tier 1 contractor to EDF Energy Hinkley Point C in Somerset, TCI is fortunate to be experiencing the creation of renewable energy infrastructure and engaging in the enablement of works at the site. Where viable, TCI has installed solar panel arrays on premises including at its Bideford headquarters, resulting in the supply of excess power to the grid. A fleet renewal policy is now in place which sets a preference for electric or hybrid electric vehicles above traditional petrol/diesel engine vehicles, with charging facilities available at head-office.

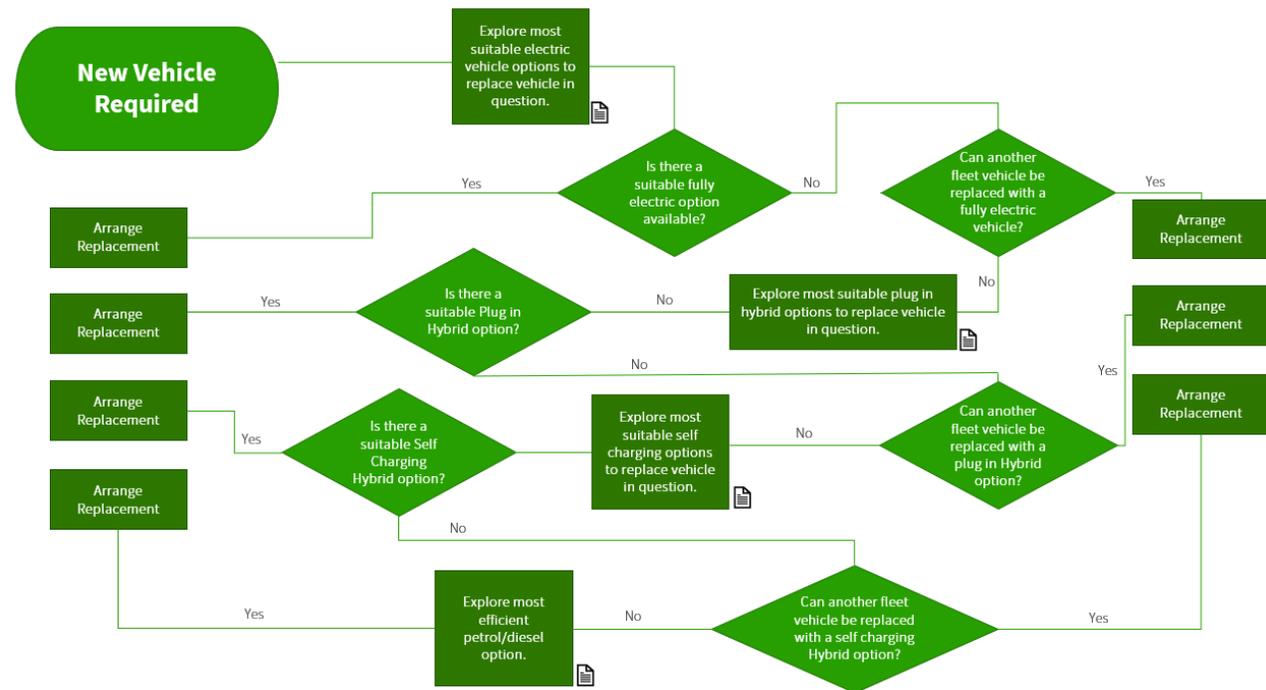
TCI supports the installation of renewable energy technology on client projects and endeavours to make relevant inclusions during design stages.

# Fleet Management

Thanks to technological innovations within the automotive industry and local infrastructure, the viability of low emission and electrically-powered fleet has made it possible to prioritise fleet selection using the following process:



Hybrid power: the first petrol/electric  
Mercedes joins the TCi fleet





# Alternative Transport

*TCi offers a cycle to work scheme and has promoted initiatives from Love To Ride, providing carbon and wellbeing benefits:*

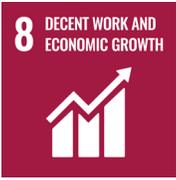


## 8 DECENT WORK AND ECONOMIC GROWTH



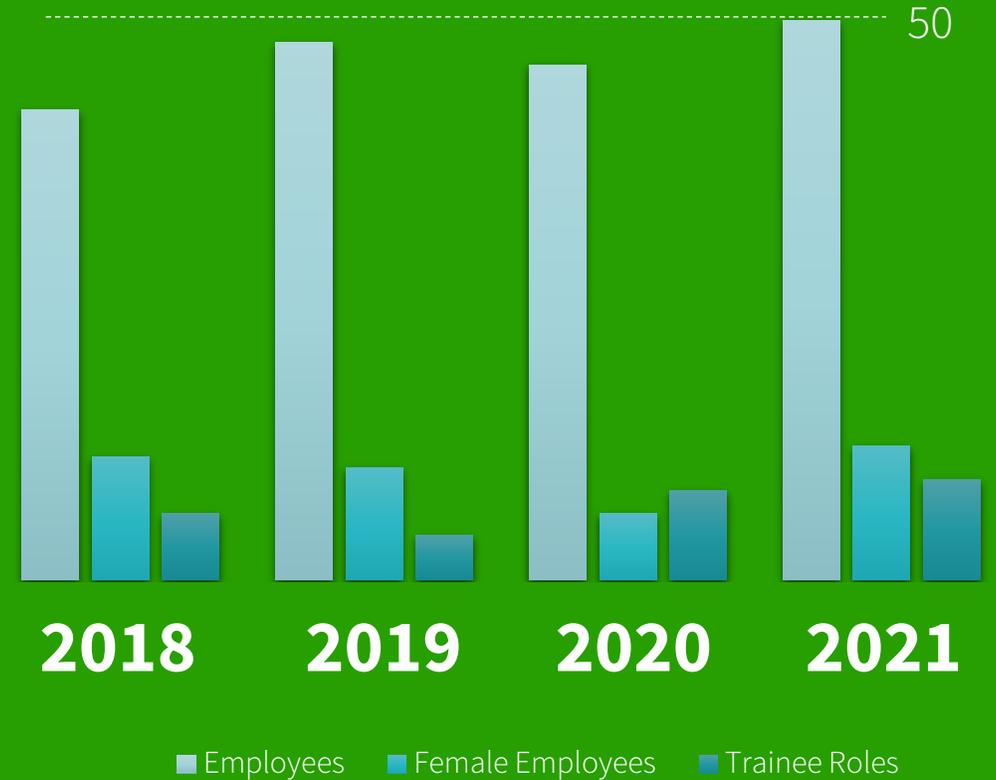
# Decent Work & Economic Growth

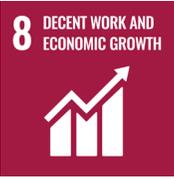
TCi is and aims to continue growth as a substantial employer in a region renowned for its lack of opportunity and wide disparity between income levels and living costs. Recent investment and expansion into new, state-of-the-art premises closer to the majority of the workforce, a thriving and successful 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.



# Employment Growth

- ✓ TCI is actively involved in promoting employment within each operational region or locality
- ✓ Regular attendance at local careers fairs organised by Petroc College and DWP
- ✓ Advisory role to the Employment & Skills Board





# Communication



TCi company objectives are shared across employee platforms



Effective at keeping employees informed



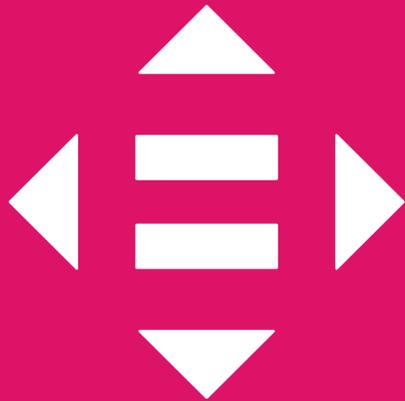
Accessible report on our carbon footprint, paper usage and other environmental statistics



Use of social media to communicate objectives internally and externally



# 10 REDUCED INEQUALITIES



## Reduced Inequalities

Since its foundation, TCI has had a particularly flat staffing structure where each and every employee, and in fact, anyone working on a TCI site, is able to access and communicate suggestions, concerns, or more general information with the board of directors. This can be achieved formally and informally through a variety of internal communication channels, and is backed up by a Workplace Observations (“WObs”) scheme.



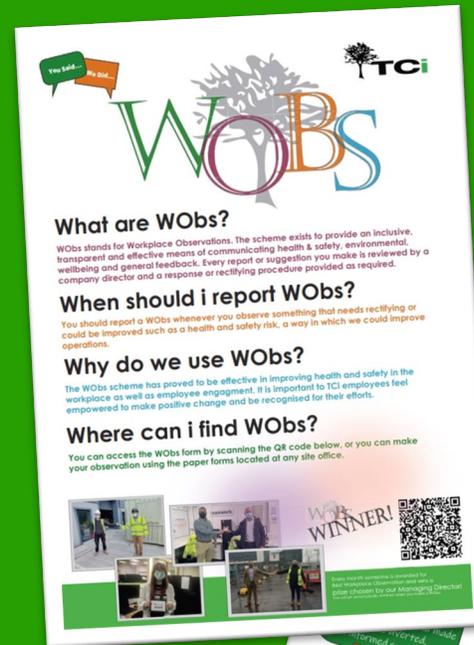
# Workplace Observations

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

TCi launched an internal Workplace Observation scheme that gives employees opportunities to directly report any concerns, suggestions or hazards to the board of directors.

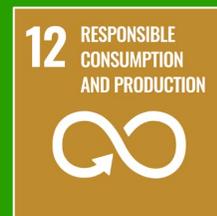
The scheme has had a tremendous impact on operations and communication in the working environment. The scheme has given employees an opportunity to...

**Managing Director, Alex Perkis, has awarded more than 15 employees 'WObS Winners'**  
Following more than 100 interactions



# 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 TCi's success as a solutions provider have enabled them 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 or to generate a high-specification resin flooring technique for use in pharmaceutical manufacturing environments.

# ECO360<sup>®</sup> Zero Carbon Desk

Developed with and  
manufactured by local North  
Devon packaging supplier

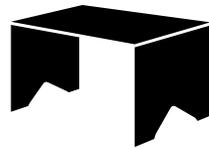
Marketed directly to the  
construction industry

Installed on major sites all over  
the UK

Recognised by Considerate  
Constructors Scheme and Supply  
Chain Sustainability School

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

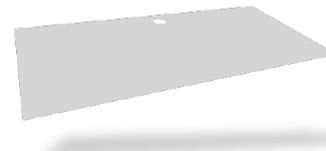
## It's all cardboard, it's all recyclable!



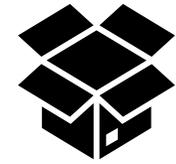
Corrugated board  
desk structure



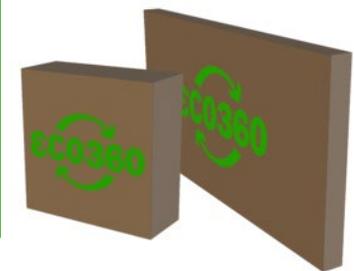
Water-resistant  
cardboard work  
surface



Plastic free  
cable-port



100% corrugated  
packaging



# Furniture Asset Management Scheme

## Championing Re-use

### *Furniture Management Scheme*

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





# 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 a comprehensive supplier assessment procedure ensures that all partnerships are working with similar safety, quality, sustainability and ethical standards. TCi now lists 59 preferred suppliers and is engaged in a number of framework agreements with several major UK contractors.

TCi achieved a record mark of 46 and five stars during the latest annual Considerate Constructors Scheme audit, and has consistently achieved national recognition for 5 consecutive years.



# 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 recruited from the area directly surrounding the site and TCI belongs to the Fleet Operator Recognition Scheme which sets high standards for city driving, including enhanced awareness of cyclists and pedestrians.



# 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. Whether its planting a tree, taking part in The Wild Trusts '30 Days Wild' Challenge or simply saving a bumble bee!



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





# Charity & Sponsorships

*Working with charities reinforces the organisations 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.*

## Chosen Charity 2020/21:



Engagement with events and activities. Construction Director Jim Capron and his partner Lucy also took part in the North Devon Half Marathon, raising over

# £3000



## Support for personal endeavours



‘Operation Bletchley: London to Paris’ raised more than **£600** for ABF the Soldiers 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.

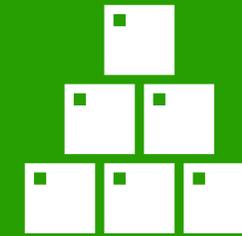
# Supplier Performance



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

# Asset Management

By providing a furniture asset-management service, tens of tonnes of quality furniture products have been diverted from landfill in 2020/21, 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.

- ✓ **Diversification 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 CO<sub>2</sub>)

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

**TOTAL CARBON SAVING**

**16767**  
kg CO<sub>2</sub> saved



# 13 CLIMATE ACTION



## Climate Action

As part of a new Sustainability Charter initiative launched in 2021, TCI has published an objective to become carbon neutral from July 2022. This is to be achieved through a concerted effort to reduce carbon consumption and backed up by a pledge to plant trees to offset the company's carbon footprint. 25 acres of land has been acquired for planting which will begin in autumn 2021 under the guidance of the Woodland Trust.

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.

# Environmental performance 2020-2021

## WASTE MANAGEMENT

4323



Kg waste diverted from landfill

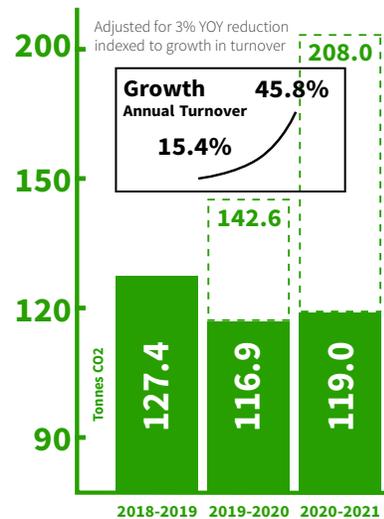
Waste segregation on ALL sites



**KPI**  
Zero to Landfill



## CARBON FOOTPRINT

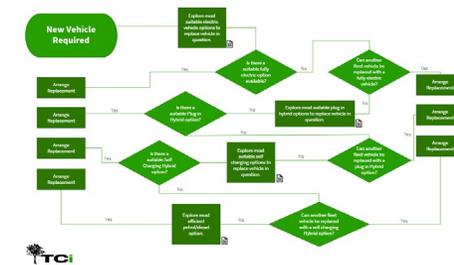


**KPI**  
Reduce by 3% Annually (indexed to growth)



## FLEET MANAGEMENT

✓ Quarterly fleet reviews using hierarchy of preference



2

Plug-in hybrid vehicles acquired (1 more on the way)

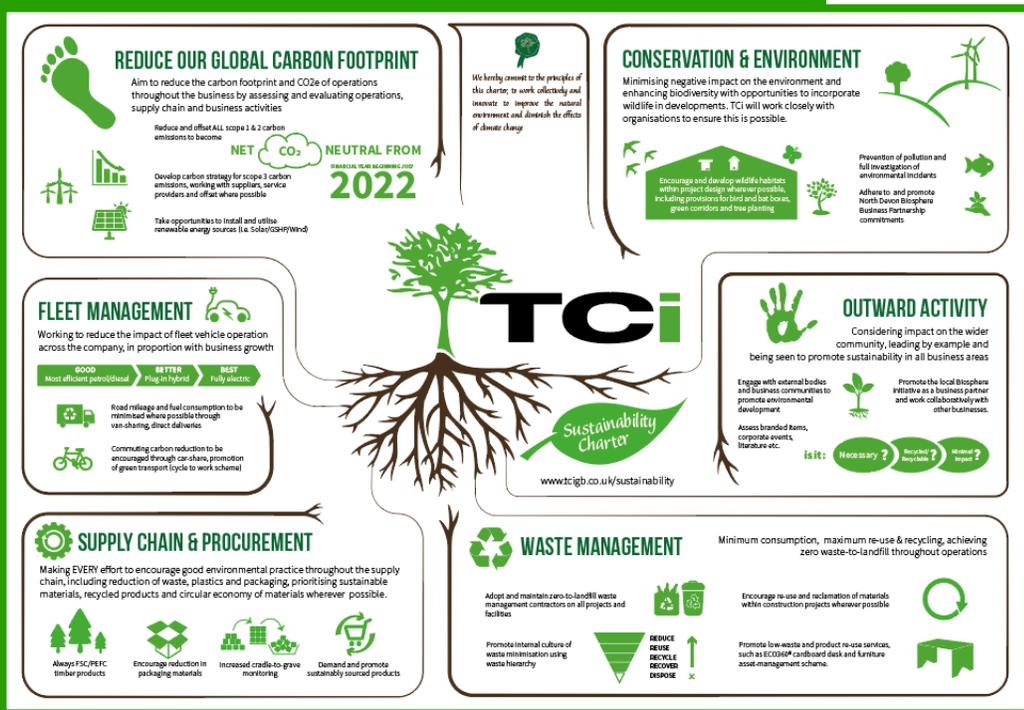
**KPI**  
Review, document, improve



## Targets 2021/22

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

# TCi Sustainability Charter



## 6 Core objectives

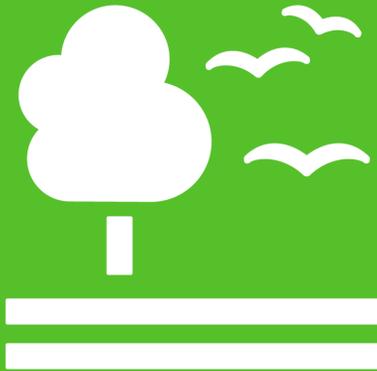
- Net CARBON ZERO from July 2022
- Priority for Electric/Hybrid fleet vehicles
- Responsible sourcing and procurement commitments
- Outward engagement with companies and communities
- Regularly embracing opportunities for conservation & environmental protection
- Zero-to-landfill waste management and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



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



# 15 LIFE ON LAND



## 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 wormery to cope with food waste from the offices.

# 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.

**17** PARTNERSHIPS  
FOR THE GOALS

