

Sustainability

Annual sustainability report & CSR statement | **June 2023**



We're all on a journey...



This is TCi's third official, annual sustainability report and CSR statement. The company is now more than six years into an amazing sustainability journey. Along the way, we have faced many challenges, but also fantastic achievements, of which the whole TCi family can be very proud.

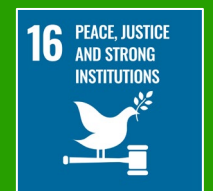
As we witness increasing occurrences of freak weather events, health and resource issues, we are constantly reminded that there is much more to be done.

This is why we remind ourselves that this is a journey, rather than a one-off exercise and encourage our staff, supply chain, clients, colleagues and peers to join us.

Ben Gibbs | **Marketing & Sustainability Manager**

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 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 as well as four qualified Mental Health First-Aiders located across the company.



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



3 GOOD HEALTH
AND WELL-BEING



Employee Assistance Programme (EAP)



INTRODUCING A NEW SUPPORT SERVICE

sodexo Care first

Your new Employee Assistance Programme

Who are Care first? With ever increasing pressures at work and home, there are times when we all need some extra support to balance the demands of everyday life. Care first are an independent, leading provider of professional employee support services. Care first employs professionally qualified Counsellors and Information Specialists, who are experienced in helping people to deal with all kinds of practical and emotional issues such as Wellbeing, family matters, relationships, debt management, workplace issues, and much more...

How do I use the service? The service is free of charge for you to use and you don't need to ask your manager to use Care first, just call 0808 168 2143 and you can speak to a professional counsellor or information specialist in confidence. Care first is available 24 hours a day, 7 days a week, 365 days a year and is accessible by phone or online. The EAP can provide information booklets, articles, resource information on support services in your local area and even short term face-to-face counselling to help get you back on track.

ONLINE SERVICES

The Care first Lifestyle website offers extensive resources including articles on health, issues at home, issues at work, management support tools, stress questionnaires and online counselling in real-time.

WHAT DO I USE THE SERVICE FOR?

Care first is designed to help you with a wide range of work, family and personal issues. From work-life balance to childcare information, relationships to workplace issues, health and well-being, let your EAP support you on the issues that affect all of us at some point in our lives. Topics include, but are not limited to:

CONFIDENTIALITY CARE FIRST'S PROFESSIONAL PROMISE

Care first

Get familiar with the HSE standards so that you can support your employer. It can take some courage to pick up the phone and contact Care first to ask for some support with personal or workplace issues. We at Care first know that and treat whatever you have to say to us with the greatest respect. Sometimes people hesitate and wonder is our discussion confidential?

Care first guarantees confidentiality when you call 0800 174219. The only exceptions to this are high-risk areas where it would be irresponsible of us ethically not to take action with what we are hearing. These areas are namely: The threat to the life of another person, where there is child protection or vulnerable adult issues at stake or where a caller's actions pose a threat to the security of your organisation. In all such cases the counsellor will discuss with the caller how best s/he needs to act responsibly. Any ethical counselling organisation needs to be able to share risk areas and Care first leads the way in working with callers to help find solutions when these issues are breached.

Your organisation does not know who uses our service unless the individual personally chooses to tell someone about this or has contact with Care first. We do provide statistics to your organisation to show how many employees use the service and the broad types of issues that employees raise with us, for example, 'relationship breakdown at home' or 'bullying and harassment in the workplace', so no information is ever passed on which could potentially identify you.

We hope this reinforcement of Care first's professional practice will encourage anyone hesitating to trust us with whatever area of your life you may need some support with.

Solutions begin with that first call... 0808 168 2143

SELF ESTEEM

Self-esteem means different things to different people, and may not even be the same from one day to the next.

INFORMATION SERVICE

When you don't feel you can turn to friends, family or professional support, Care first is an independent support service available 24 hours a day, every day.

Did you know the information service is available 24 hours a day, every day?

A STRESS FREE COMMUTE

Wouldn't it be nice if you didn't have to choose between a long commute and a stressful one?

7 WAYS TO INSTANT RELAXATION

With the pressures of modern life, it's easy to feel overwhelmed. Here are 7 ways to relax and recharge your batteries.

KEEP YOUR STRESS IN CHECK

TIPS TO HELP YOUR WORK-LIFE BALANCE

The daily grind can be overwhelming. Here are some tips to help you manage your stress and keep your work-life balance on track.

Included as part of a benefits package for every employee, the Employee Assistance Programme is a completely confidential service provided by Care first. It provides a helpline for guidance on;

- Work life balance
- Relationships
- Childcare information
- Health and well-being
- Debt
- Disability and illness
- Education
- Consumer rights
- Workplace pressure
- Careers
- Bereavement and loss
- Stress
- Elder care information
- Life events
- Immigration
- Anxiety and depression
- Family issues
- Bullying and harassment



3 GOOD HEALTH
AND WELL-BEING



Health & Fitness

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.



cyclescheme.co.uk

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.



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.

CPD

**Short
Courses**

**Degrees &
Diploma
Sponsorship**

Traineeships

**Work
Experience**

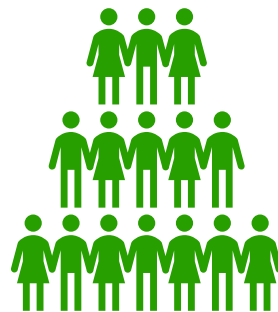
Internships



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.

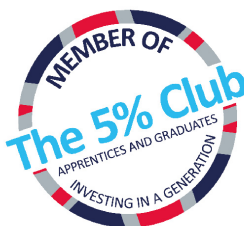


Training & Education



22.5%

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



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 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.



Apprentice Project Manager, Toby Martyn receives the prestigious Apprentice of the Year trophy at the Hinkley Point C awards





16

Apprentice
careers to
date!



Apprenticeships

Record intake of Apprentices

TCi has recruited an unprecedented FOUR new apprentices for the start of the academic year, with applications already open for at least one more in the coming months.

In addition, the company will have its first ever Level 7 Degree Apprenticeship underway, upskilling existing staff!



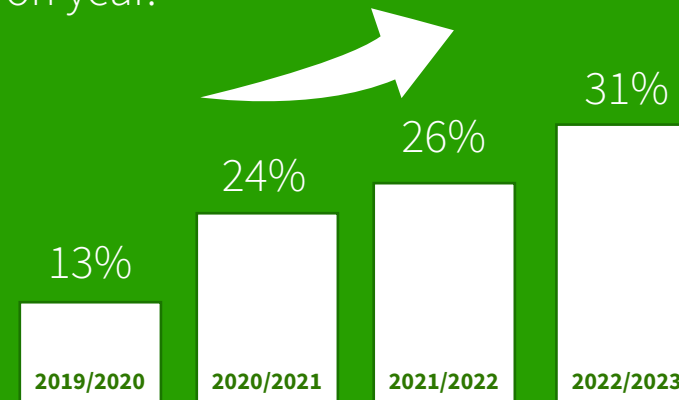
This complements trainee programmes that are also running within the company, including several degree courses

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 quarter of the workforce and increasing year on year.

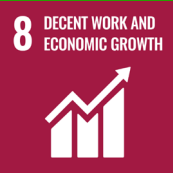


8 DECENT WORK AND ECONOMIC GROWTH



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.



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. ”

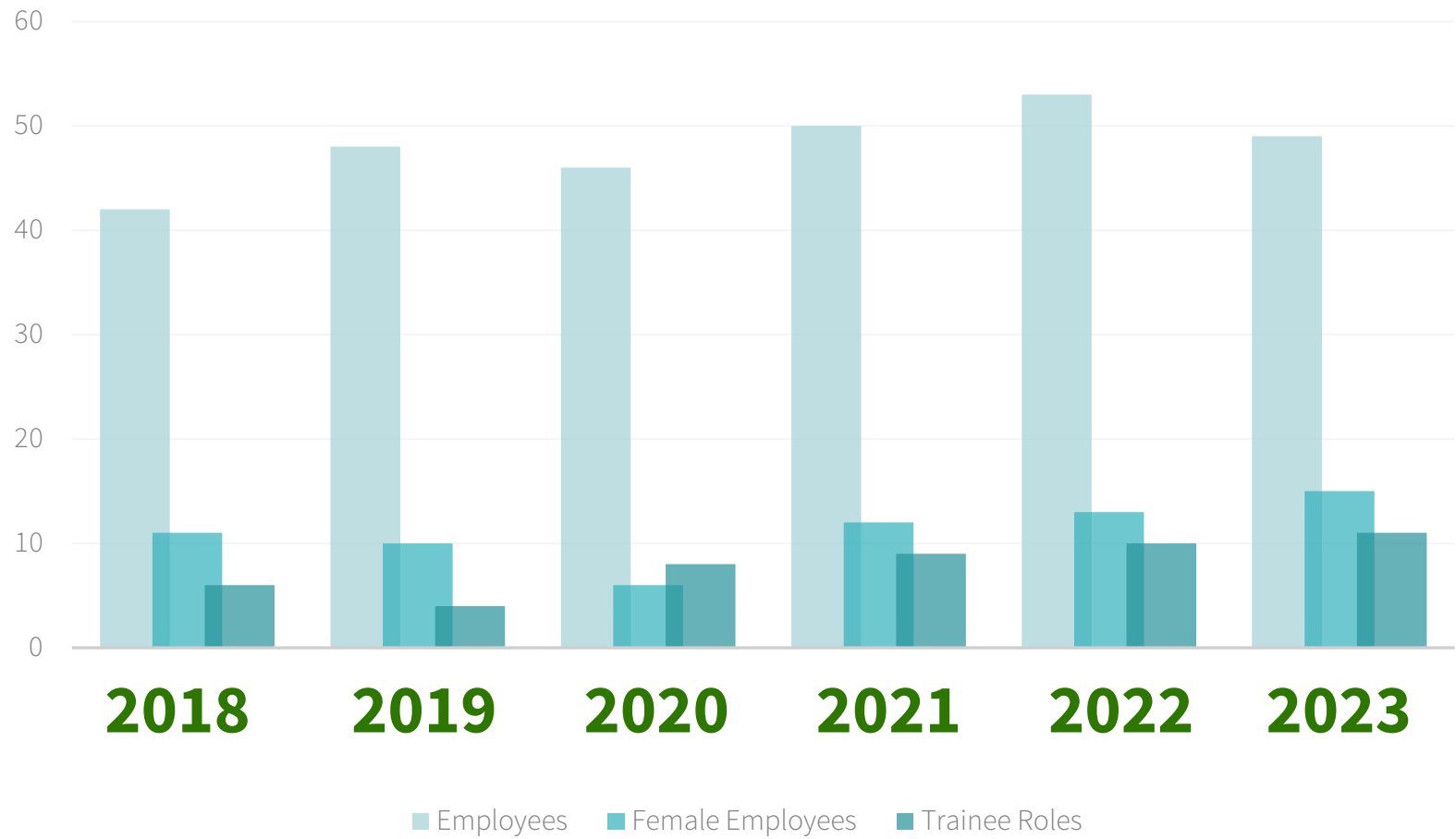


TCi has become a substantial employer and is set to grow further over the coming year as new locations and sites come online.

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



Employment



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

PETROC™

T-LEVELS



Career opportunities



Callum Bowden
Project Director

From apprentice to company director

Having started out as a masonry apprentice, Callum joined TCi to become a trainee Site Manager whilst studying locally at college, quickly achieving success coordinating multiple, complex and high-value projects for a major client. He subsequently progressed to become Head of Operations, skillfully overseeing project and site teams and liaising with key clients throughout the Southwest. This latest promotion recognises his hard work, dedication and focus, and is a great example of the developmental career paths that TCi is proud to advocate.

During his career at TCi, Callum has also picked up awards as Trainee of the Year as well as being a key part of award-winning projects and teams.



*Alex Perkins congratulates Callum
on his appointment*



“TCi explained each section of the business to me throughout the whole of the week, in detail and with clarity. ...made me a part of the team, and demonstrated both integrity and versatility...”

“The knowledge I have gained from my week at TCi has been invaluable to me and I thank the whole team for giving me this opportunity.”

THOMAS, YR10 WORK EXPERIENCE CANDIDATE



Work Experience



Finnley & Thomas

Year 10 work experience



Fostine & Florian

Paris university marketing interns

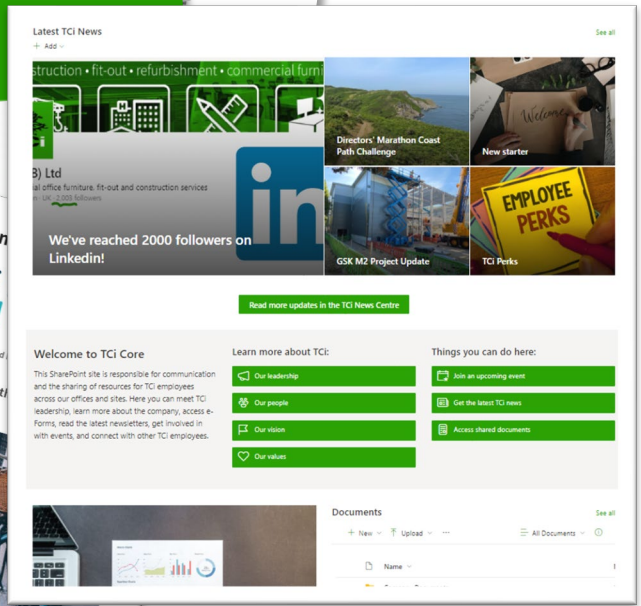
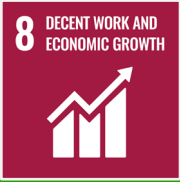


Henry

T-Level construction work experience

“Providing opportunities for students to engage in real-life business scenarios is an essential part of their learning. It also helps us to value our own roles”

RHIANNON, PROJECT SURVEYOR (SUPERVISING A CANDIDATE)



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

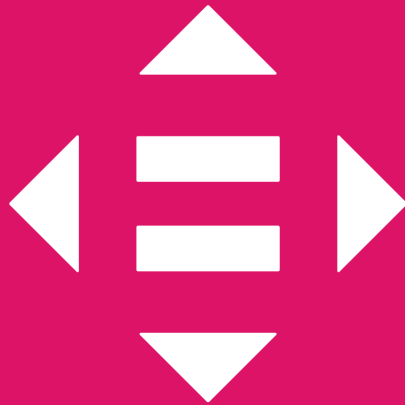


Use of social media to communicate objectives internally and externally



Development of company intranet communications to promote information sharing internally

10 REDUCED INEQUALITIES



Reduced Inequalities

Headquartered and operating substantially within the Southwest of England, 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



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

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





7.6m
working age people in
the UK have a disability



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.

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



Workplace Observations

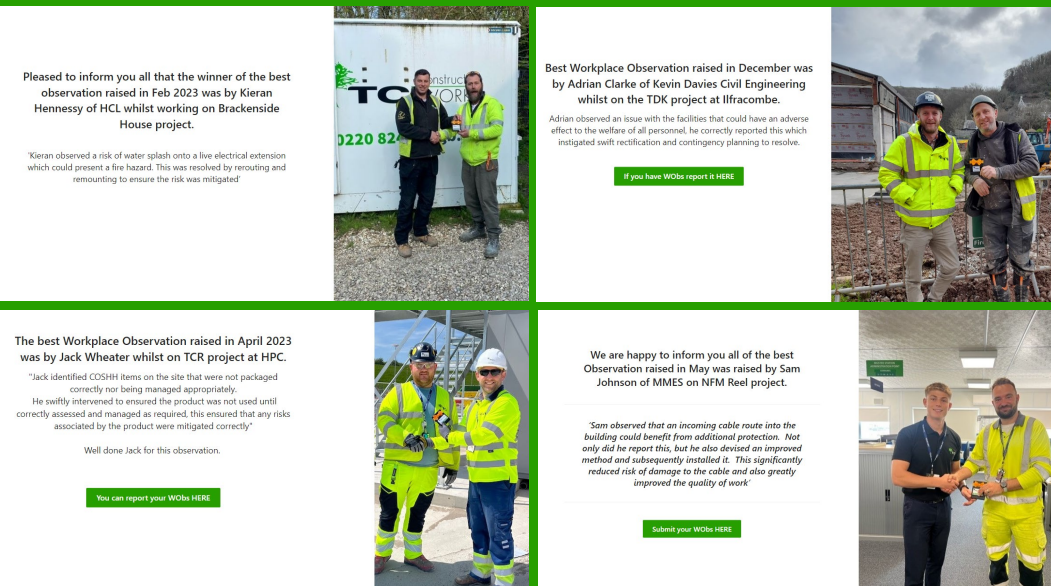
2020/21 introduced new measures in workplace Health & Safety, engagement and inclusive culture.

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 and communication in the working environment.

Managing Director, Alex Perkis, has awarded more than **36** employees 'WObs Winners'

...following more than **527** interactions 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's as a solutions provider has enabled TCi 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



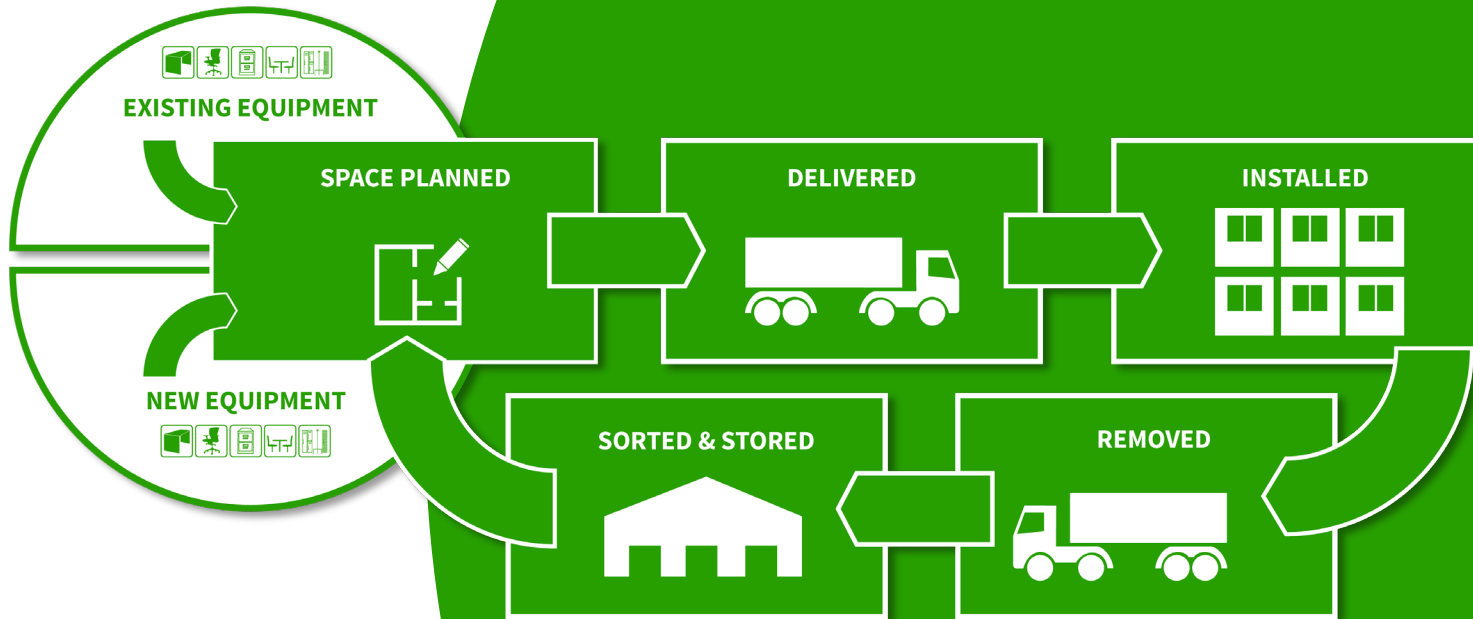
✓ **100% Cardboard**
✓ **100% Recyclable**

*“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

Real-time carbon savings dashboard to track annual and monthly savings for the client

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



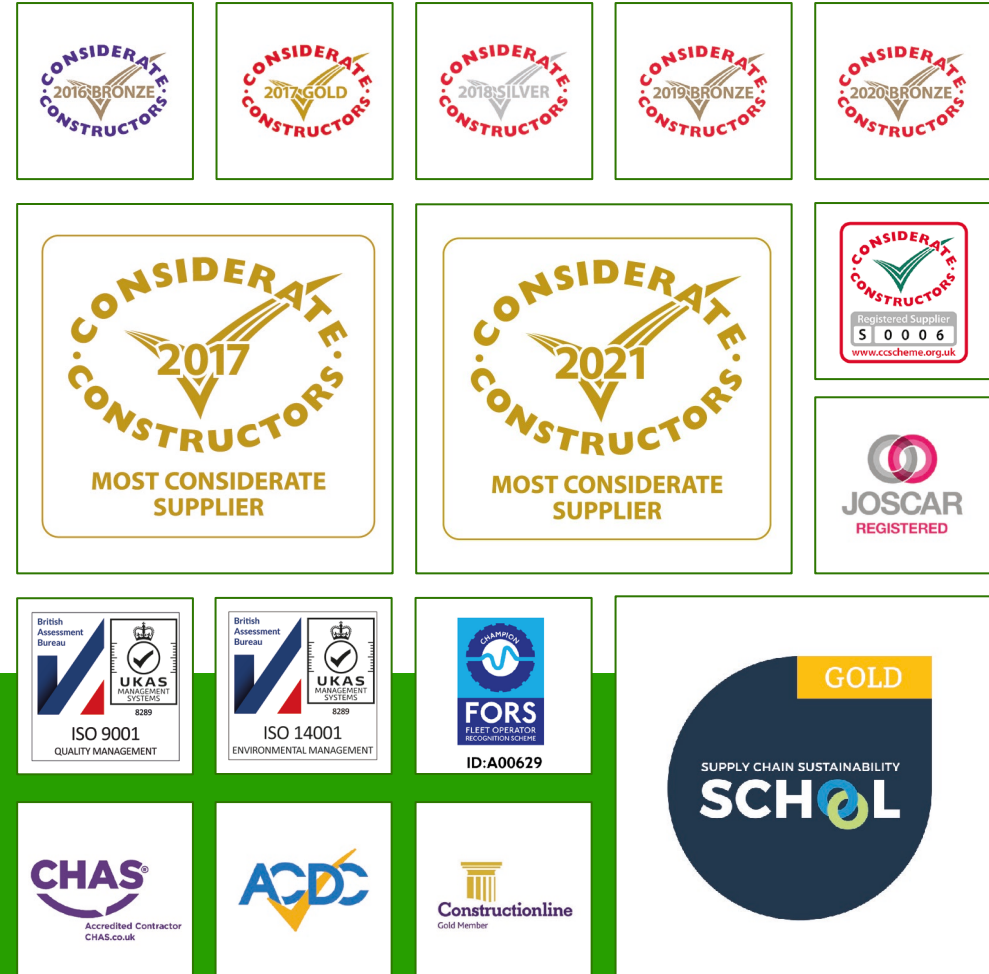
Company & Supplier Standards

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 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 6 consecutive years and is now a two-time winner of the coveted *Most Considerate Supplier* award.





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.

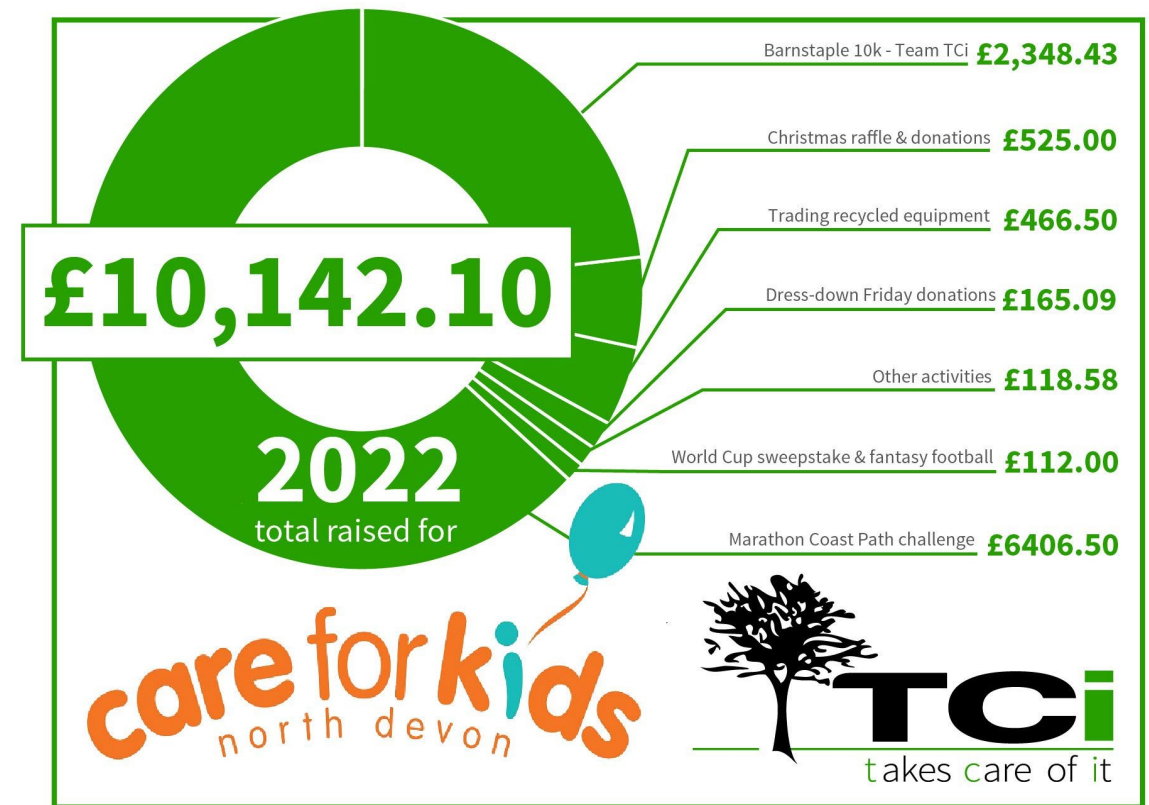
TCi belongs to a Fleet Operator Recognition Scheme (FORS) Champion which sets high standards for city driving, including enhanced awareness of cyclists and pedestrians.

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

A charity is voted by the employees to be the main fundraising focus for that year, with the aim of encouraging involvement in a programme of exciting events. £10,142.10 was raised in 2022 for Care for Kids





Charity & Sponsorships

FAMILY COMPASS

Chosen Charity
2023

Family Compass is a mental health charity based in Barnstaple, North Devon. Our key objective is to help children and families to improve their mental health and wellbeing before they reach crisis point

Planned activities:

- **May – Devon to Spain cycling challenge** (£730 raised)
- **June – Summit Mount Kilimanjaro** (£3943 raised)
- **July - Croyde Triathlon** (£285 raised)
- **August – Tough Mudder & Skydive**
- **Sept – Extreme Coastal Swim-Run**

2023 Target: **£10,000**



Charity & Sponsorships

Donations and engagement

Fit-out and refurbishment for
the new Family Compass
Headquarters in Barnstaple, inc.
ECO360® cardboard desks!



Staff donated 70 Easter eggs for
distribution to children who
might otherwise not get one



Surplus bench seating and
computer equipment found a
new home at Family Compass
HQ!



Charity & Sponsorships



Girls' youth football team sponsorship

TCi is proud to have been kit sponsor for Wembdon Girls' U14s for 2021/22 and 2022/23 seasons

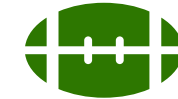


Allington CC shirt sponsor

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



Bideford Rugby Club



Supporters of local, grassroots rugby club, Bideford RFC



Charity & Sponsorships

Dishwasher saves Christmas!

Bridgwater Salvation Army were without a dishwasher as they prepared to deliver hundreds of festive meals. TCi was able to donate and deliver a unit in time!



Donating old first aid supplies to sea cadets

It was great to repurpose some outdated first-aid supplies to be used as training aids for the local cadet corps

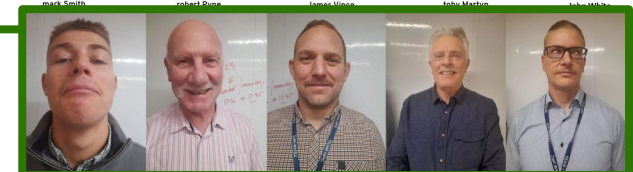


Jon White's 100mile rowing challenge

Supporting good causes

NOVEMBER MEMBERS

HPC Team TCi's Movember!



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.



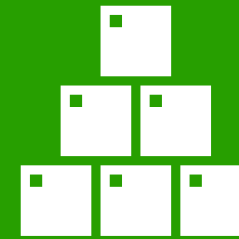
Supplier Performance



FSC®/PEFC timber and responsibly sourced materials as standard



Encouraging carbon monitoring and other good environmental schemes

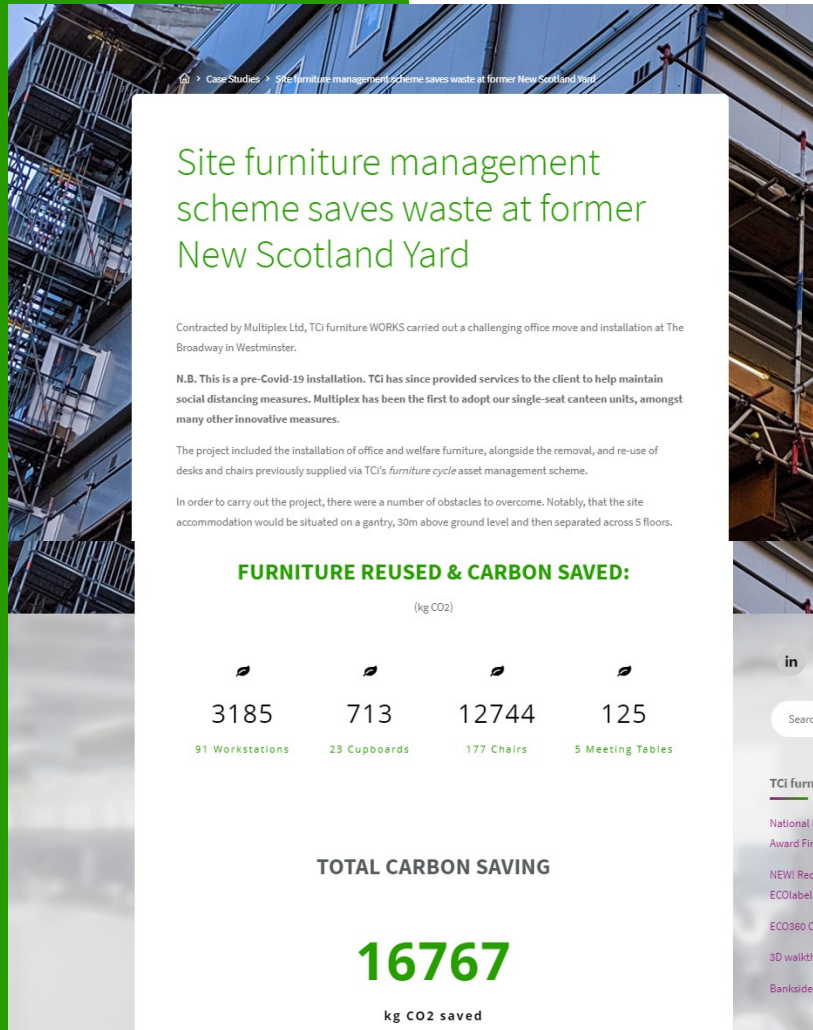


Packaging reduction requests – bulk ordering to prevent individual wrapping

Asset Management

By providing a furniture asset-management service, tens of tonnes of quality furniture products have been diverted from landfill 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**



Waste not want not...



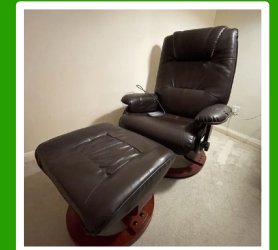
TCi trading post

With a view to reducing site and personal waste, TCi has developed a company-wide trading forum.

Employees can list personal items for free or for sale, whilst Project and Site Managers can list surplus/reclaimed materials and equipment for redistribution to other sites with each transaction incurring a donation to TCi's chosen charity.

£361

Previously raised in
proceeds towards our
chosen charity!



13 CLIMATE ACTION



Climate Action

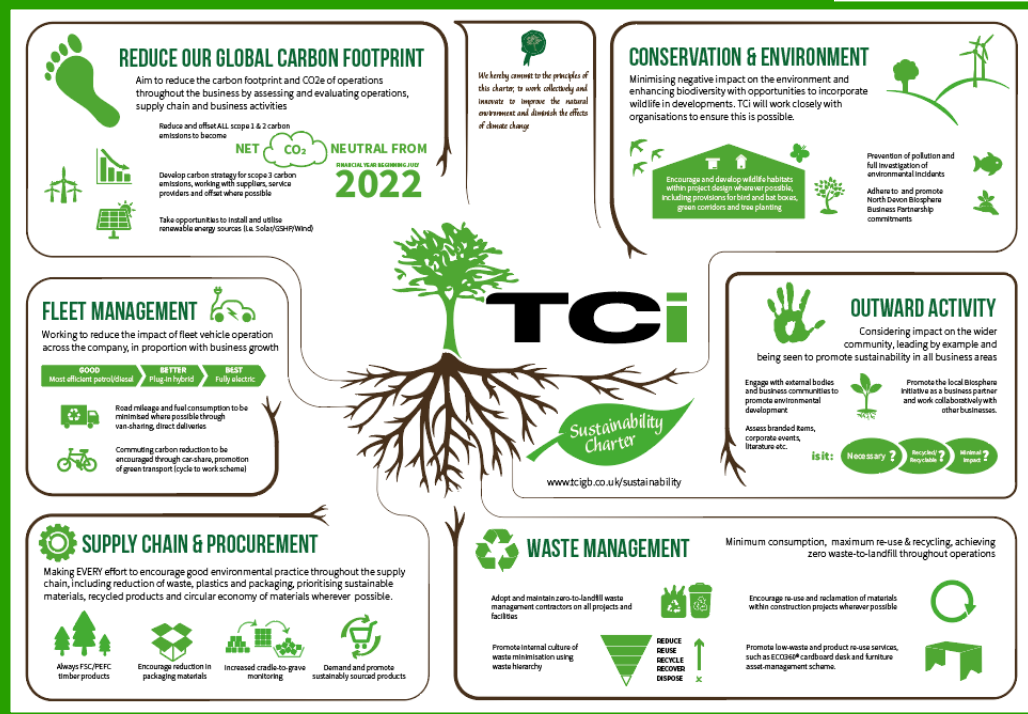
As part of a new Sustainability Charter initiative launched in 2021, TCi committed to becoming carbon neutral from July 2022. This is to be achieved through a concerted effort to reduce carbon consumption and backed up by a pledge to plant trees to offset the company's carbon footprint. 25 acres of land has been acquired for planting 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.

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



Considerate Constructors Scheme Award



“In 2022, we recognised Benjamin Gibbs, a Marketing & Sustainability Manager from TCI (GB) Ltd, as our overall Environment Champion.”

“Working with his management team, Ben spearheaded a new Sustainability Charter for TCI, which has left a lasting legacy for the business and the industry beyond.”





Scope 1&2 Carbon Footprint

As a result of several initiatives, TCI's scope 1&2 dropped significantly in the previous year, thanks to:

- Direct replacement of 6 diesel vehicles with plug-in hybrid or fully electric alternatives
- Upgraded, efficient building heating systems
- Dedicated, 100% renewable energy sourcing

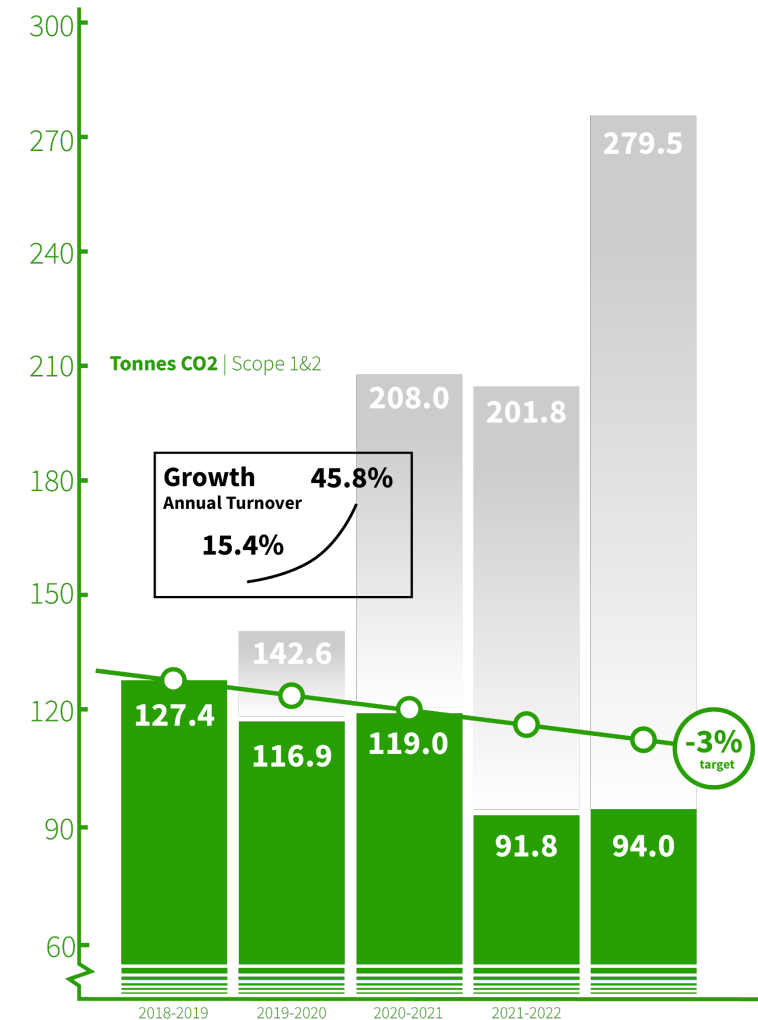


YOY increase



£-indexed reduction

This year, there has been a small increase, but compared to where the company could be with reference to increased turnover, there has been an exceptional achievement.





We're planting our own forest!



Combined with efforts to reduce carbon emissions, TCI is proudly investing in a local reforestation project to deliver scope 1 & 2 carbon offset from financial year 2022

25 acres

5600 1st round trees
being planted



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

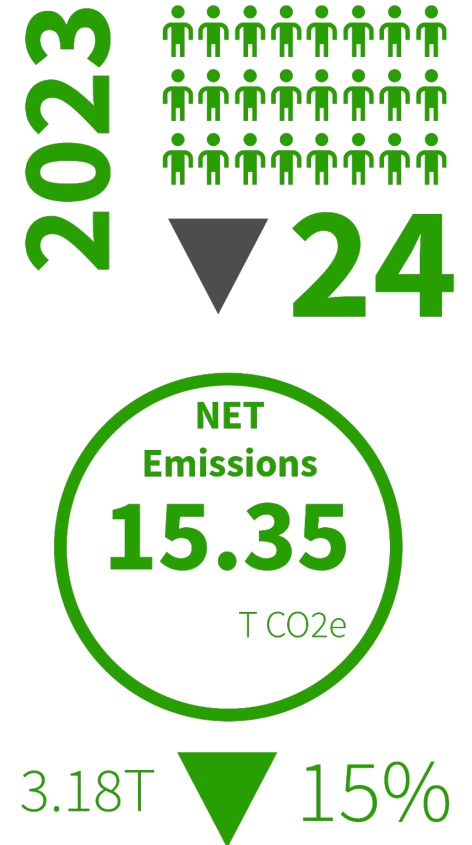
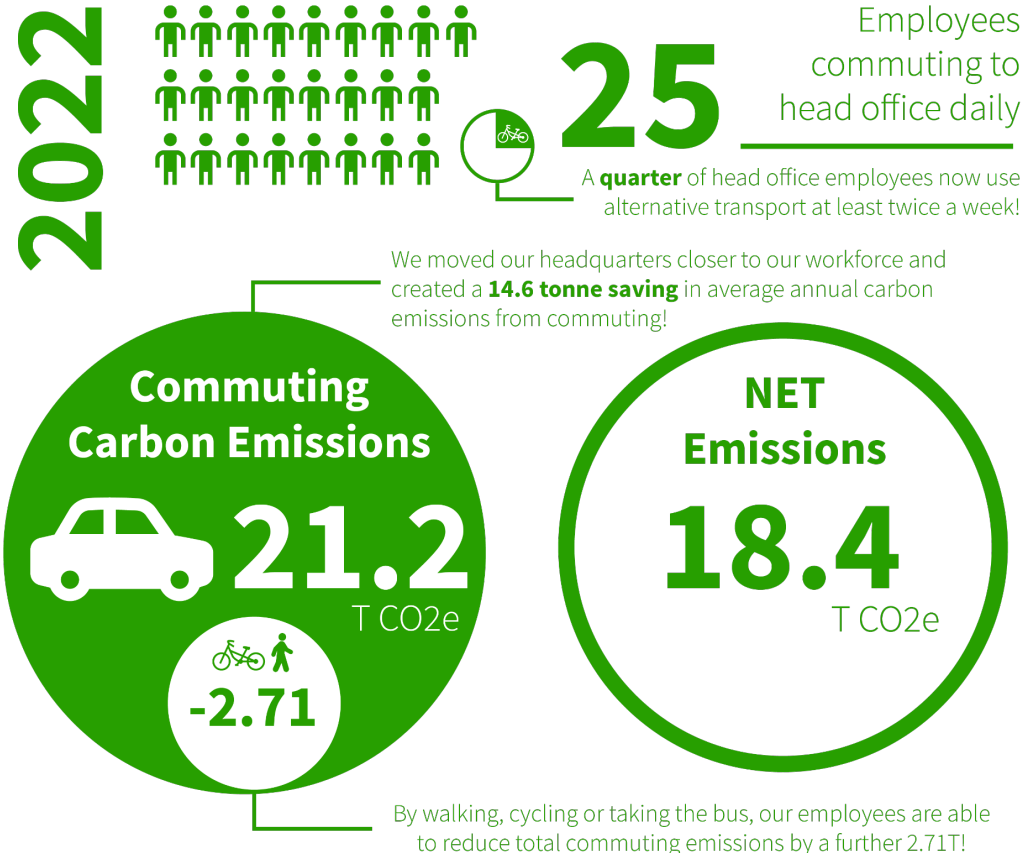
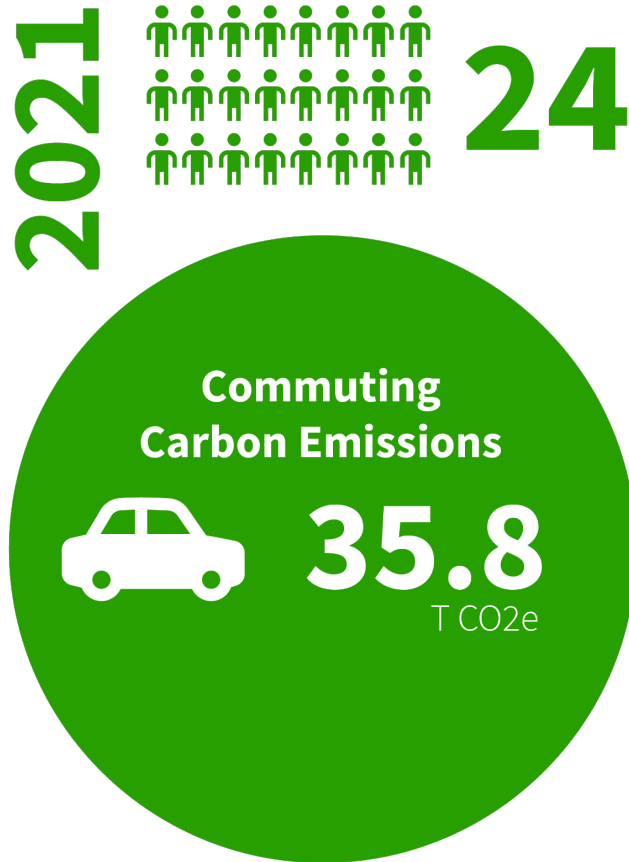


A resource is being developed to capture scope 3 carbon data



**We've
started our
Scope 3
journey!**

Scope 3 | Commuting Emissions



Figures collected using Google maps data and carbonfootprint.com Carbon Calculator, assuming a standard, average carbon equivalent fuel efficiency emission of 170.48g/km

A further 3 tonnes reduced this year!

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.



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 Cantelo 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 now 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!

Fremington
Quay

13.2Kg



Crow
Point

30kg



River
Parrett

23Kg



Surfers Against Sewage

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

Volunteers have now completed 5 cleans in different locations across North Devon and Bridgwater, collecting total of 100kg of rubbish!



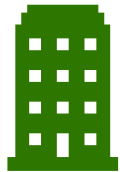
Instow Beach
15kg



Kilve beach
14kg



Waste Management



HQ

3,213kg



SITE

2,760kg



SITE

49,500kg



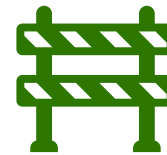
SITE

1,120kg



SITE

3,000kg



SITE

780kg

64,558kg

Total waste diverted from landfill
from TCi operational sites

17 PARTNERSHIPS FOR THE GOALS



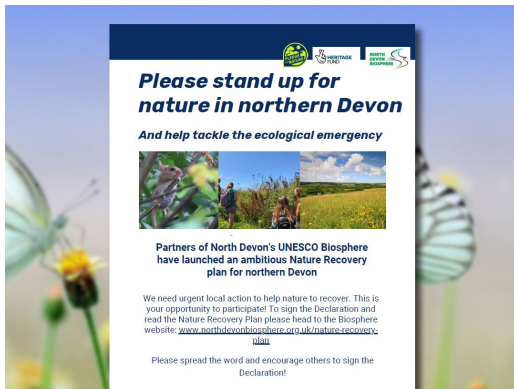
Partnerships for the Goals

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

