

### 1. Introduction

TFT is an independent property consultancy that places the current and future wellbeing of people and the performance of buildings at the heart of everything we do.


### 2. Operational intent and practice

3. To integrate sustainability considerations into our business decisions.
4. To ensure that staff are aware of our Sustainability Policy and are committed to implementing it.
5. To minimise the impact of our office practices and transportation activities.
6. To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
7. To annually review, and continually strive to improve our sustainability performance through our ISO 14001 approaches and our ethos of Business as a Force for Good, with BCorp Assessment and collaboration under way
8. Significant investment has been made to enable flexibility of work locations to achieve :
  - Avoiding travel where alternatives are available and practical, such as Zoom and Teams, whilst still having a balance of face to face contact when appropriate.
  - Reduced need for staff to travel by supporting & equipping alternative working arrangements, including home working, flexible hours etc.
  - Improving life quality by extensive flexibility options.
9. In addition we have in place the following behaviours and practices :
  - Minimal use of paper and office consumables, by educating people how to use alternatives
  - Recycling of office wastepaper, computer supplies and redundant equipment.
  - Repurposing of laptops no longer commercially effective, through the Turing Trust to provide equipment to deprived children in UK and Africa
  - Reduced energy consumption by purchasing energy efficient equipment, optimum lighting design and good housekeeping.
  - Managing out VOC's in fit outs
  - Paper products are source from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified
  - "Virtualisation" technology impacting our 7 offices to ensure that energy consumption is minimised by substantially reducing the number of physical machines required to hold IT solutions.



## Sustainability Policy

Our internal ESG team comprise colleagues from across the business, technically and operationally to help develop best practice internally and externally.

Signed 

C Keates Lewis, HR & Operations Partner

March 2022