

TSA Group: Environmental Action Management Plan

December 2021



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Our Aim

TSA Group recognises the importance of managing and controlling environmental performance. By taking a leadership role towards the emerging low carbon economy and applying positive actions within our business, we aim to deliver on Corporate Social Responsibilities and lower human, natural and social capital risk.

Through regular assessment and implementing changes throughout the company, we intend to further reduce our carbon footprint to meet a carbon neutral status by early 2021 and reduce our absolute emissions by at least 50% by 2030.

Our Commitment

Through the creation and publication of TSA Group's Environmental Action Plan, we're ensuring we're held accountable for making an ongoing commitment to minimise our impact on the environment.

Measuring Success

When measuring the impact a company like TSA Group has on our environment, carbon dioxide equivalent (CO₂e) is the key indicator. We will undergo regular third party audits to measure our CO₂e to ensure we're on track in reducing our carbon footprint.

Investigation & Change

TSA Group has identified 10 key areas within the company that should be focused on, with the aim of reducing carbon emissions:

1. Energy Use

Electricity and gas account for TSA Group's largest portion of CO₂e; around 40% of our total carbon footprint. Reducing this will be approached in 2 ways:

1. Reduction of Energy Use

We will work towards reducing our power consumption across all sites, leveraging such technologies as:

- LED lighting
- Sensor controlled lighting
- Energy efficient air conditioning systems
- Energy efficient IT hardware with automatic power down capabilities

2. Power Saving

We will also perform the following activities to maximise power saving:

- Conduct annual audits of our power consumption
- Adjust scheduled run times for air conditioning
- Ensure shut down schedules are run for IT equipment
- Ensure server rooms are set up in an efficient manner e.g. hot/cold aisle confinement

2. Energy Supply

To reduce the emissions created through the supply of energy to TSA Group, we will commence investigation into the feasibility of installing solar PV at some sites. Where it's not feasible, we will increase our purchase of government accredited renewable energy (Green Power).

3. Water

A surprising amount of CO₂ is released due to water use. In addition, it's a limited resource and many throughout the world are impacted by its short supply. TSA Group are committed to continually becoming more water efficient through the following means:

- Water restriction devices
- Low flush toilets
- Low flush or waterless urinals
- Regular maintenance checks to ensure proper functioning plumbing
- Procuring 4-star water rated products
- Using premises that hold a high NABERS water rating

4. Waste

TSA Group will continue to take a hierarchy of waste management approach when dealing with the lifecycle of equipment used by the company and for the waste produced at our sites. This includes:

- TSA IT assets to be disposed according to stringent, environmentally-sensitive processes
- Recycling bins installed at all sites and the removal of under desk bins, which have been shown to inhibit a successful waste management approach
- Procuring and maintaining high quality office furniture, with the intention that it will last longer

- Providing filtered water to avoid the use of bottled water



5. Road Travel

Approximately 6% of TSA Group’s CO2e comes from employees commuting to/from work or travelling between work related events. To minimise employees’ reliance on fossil fuel transportation, we will endeavour to:

- Invest in technology that, where permissible, allows staff to work productively from home
- Choose sites that are within easy access to public transport
- Choose sites that offer end of trip facilities to employees e.g. bike racks, change rooms, showers

6. Air Travel

Up to 15% of TSA Group’s CO2e is accounted for by air travel. We will continue to invest in video conferencing solutions to further reduce our need for air travel.

7. Office Supplies

From its production, transportation, through to its disposal, all office supplies, such as printer ink, stationery, cleaning consumables and furniture, need to be considered for their carbon footprint. Wherever feasible TSA Group will:

- Procure the most sustainable option available e.g. recycled (paper, toilet paper, paper towel), eco-friendly (cleaning products), re-useable (e.g. tea towels over paper towel)
- Put in procedures to reduce consumption, including print management software and request only access to supplies

8. Catering

Often an overlooked source of emissions, our catering accounts for around 4% of CO2e. We will work towards reducing this by:

- Ensuring food doesn't go to waste through over ordering
- Provide more plant based options
- Encourage reusable options e.g. mugs, glasses, water bottles, serving plates
- Procure the most sustainable option available e.g. recycled (serviettes, plates), compostable (coffee cups), non-plastic (wooden cutlery)
- Utilise organic waste recycling, where available

9. Employee Awareness and Engagement

Our Green Action Team, made up of a diverse range of employees, continues to encourage employee engagement through the participation in awareness activities, such as waste audits, Earth Hour and sustainability workshops.

To increase this engagement we look to expand our Green Action Team for representation across all TSA Group sites.

10. Responsible Purchase of Carbon Offsets

Annually, TSA Group will have a third party measure our carbon footprint and purchase carbon credits to offset our remaining carbon emissions. We will ensure any carbon offsets purchased are certified to the highest standard and will have a material community impact.