

1 Introduction

At TVS Supply Chain Solutions UK & Europe, we understand that sustainability is a critical component of building resilient, responsible, and successful businesses. We recognise that embedding sustainability into all areas of our operations and throughout our supply chain is essential for future-proofing our growth and delivering long-term value.

The reasons for embedding this cultural shift towards sustainability are plenty, however there are some distinguishable key drivers. These are:

- Our customers expect a shift away from traditional business practices which have created unsustainable outcomes for people and the environment. There is a strong desire for business to act responsibly and customers from both public and private sectors are demanding progressive change towards a more sustainable future.
- There are significant opportunities to drive revenue growth from securing customer loyalty, winning new business, and accessing emerging markets in the green economy.
- The climate crisis is at a tipping point, meaning we are close to exceeding critical levels in ecological systems and infrastructure because of human intervention. Unless we act, there is significant danger of irreversible change to fundamental systems which support life on earth.

We acknowledge the scale and complexity of the challenge ahead, but we are committed to playing our part in addressing it with purpose, integrity, and collaboration. This policy outlines our commitment to sustainability and our dedication to working together for a sustainable future.

2 Scope

TVS Supply Chain Solutions UK is a leading provider of end-to-end supply chain and warehousing services, delivering innovative, flexible, and efficient solutions to a diverse range of industries. We understand that sustainability is fundamental to our continued success and the well-being of the communities and environments in which we operate.

Our vision is to be a leader in sustainable supply chain solutions, creating long-term value for our stakeholders while minimising environmental impact and supporting the communities we serve. Our mission is to integrate sustainability into all aspects of our business operations, fostering a responsible and ethical culture that drives continuous improvement. We are committed to aligning our sustainability efforts with the United Nations Sustainable Development Goals (UN SDGs), ensuring our actions contribute to broader global objectives for a more sustainable future.

3 Our Commitment

We are committed to delivering long-term value through responsible business practices that support environmental protection, social responsibility, economic responsibility, and strong governance. Our approach to sustainability is grounded in our core values and a recognition that sustainable growth can only be achieved by working collaboratively with our employees, customers, suppliers, and communities.

4 Environmental Commitment

We are committed to reducing our impact on the planet by:

- Reducing greenhouse gas emissions in alignment with the UK government's Net Zero 2050 target.
- Implementing efficiency measures to reduce energy, water, and waste.
- Supporting circular economy principles by minimising waste and sourcing sustainable materials.
- Tracking and reporting on our environmental performance with clear targets for continuous improvement.

5 Social Responsibility

We will foster a fair and inclusive society by:

- Creating an equitable culture where all individuals are valued and supported.
- Recognise the process of human rights due diligence and follow the UN Guiding Principles (UNGPs).
- Prioritising the health, safety, and well-being of our employees.
- Engaging with communities and supporting social initiatives that drive positive change.
- Encourage the promotion of corporate citizenship and work with VCSE partners and NGOs to facilitate colleague volunteering opportunities where every colleague can participate.

6 Economic Responsibility

We are committed to sustainable economic growth by:

- Ensuring ethical business practices that support long-term financial stability.
- Investing in innovation and technologies that drive sustainable progress.
- Providing fair and competitive employment opportunities that support our workforce and local economies.
- Collaborating with responsible partners and suppliers who align with our sustainability values.

7 Governance and Compliance

We will uphold the highest standards of integrity and responsibility by:

- Ensuring transparency in ESG reporting and sustainability performance.
- Complying with all relevant legislation, regulations, and best practices such as HRDD, ISO, CSDD.
- Embedding sustainability considerations into risk management and strategic decision-making.
- Holding ourselves accountable to ethical business conduct at all levels of our organisation.

8 Associated Policies

This Sustainability Policy is supported by a range of policies that provide further detail on our commitments and how they are implemented across our business. These policies outline our specific approaches to environmental management, social responsibility, governance, and ethical business conduct. Together, they ensure a consistent and structured approach to sustainability, reinforcing our dedication to responsible business practices.

- EP87 - Environmental Policy
- HSP21 – Health and Safety Policy
- PUR95 - Ethical Procurement Charter up to date on SP/website, not on Fastworks
- HR06 – Dignity at Work Policy
- HR35 - Mental Health Policy
- HR09 - Equal Opportunities Policy
- HR67 - Anti-Bribery Policy
- HR79 - Menopause Policy
- SUS01 - Social Value Policy

9 Implementation

This policy is a controlled document and will be communicated to all TVS SCS colleagues. It will be made available to our stakeholders and customers via our website or upon request. All colleagues are expected to consider and follow the principles and commitments outlined in this policy as part of their roles and responsibilities. Effective implementation of this policy requires engagement at all levels of our business.

10 Review

This policy will be reviewed frequently to ensure it remains relevant and effective in supporting our sustainability objectives. It is fully endorsed by our Operational Board and signed by a Managing Director. Updates and revisions will be made in line with evolving expectations, best practices, and organisational needs.

Signed: *Elaine Hutchison*

Name: Elaine Hutchison

Position: Sustainability and Social Value Lead

Date: 9th May 2025

Business Sponsor: Jon Croyden – CEO TVS SCS UK & Europe