



TENTH
REVOLUTION

Environmental Statement

This statement describes the behaviors observed by all companies, trademarks and trading names under the Tenth Revolution Group umbrella (the "Group").

November 2024

Overview

At Tenth Revolution Group, we are the global leaders in solving the technology skills gap by finding, training or deploying people, and we deliver consulting services through our unique talent solutions.

The Group recognises the threat of climate change to our collective future and the need for meaningful action. The Group is committed to the preservation of the environment and to continuously identifying ways to reduce the environmental footprint of our business operations and is minded to put environmental concerns at the forefront of our decision making. The Group and its employees take responsibility for the environmental impacts of its activities.

Purpose

The purpose of this statement is to set out our goals for managing our environmental impact, improving our environmental performance and to detail our responsibilities as a company as well as each employees' personal responsibilities.

Scope

This statement covers all employees of the Group, including all levels and grades, whether permanent, fixed-term or temporary (collectively referred to as "employees" in this statement) in all locations. When working with partners in our value chain, which are outside of our direct control, we encourage them to apply the same requirements set out in this Policy and in our Supplier Code of Conduct.



Identifying our environmental impact

The Group leases offices on four continents. Many of our environmental Key Performance Indicators are measured by the landlords or service companies of the premises we lease. Where possible, we gather information on our energy, water and waste output from those third parties.

We have identified the items below as the largest contributors to greenhouse gas emissions resulting from our business activities:

- Business travel and commuting
- Purchased goods, services and products
- Non-renewable energy in our offices
- Disposal of waste from our offices

This statement covers

Our policy sets out how we are committed to minimising our environmental impact, encouraging behaviours that help to minimise waste and supporting our wider communities to build a sustainable future.

This covers but is not limited to:

- GHG emissions reporting
- Energy efficiency
- Renewable energy
- Decarbonisation
- Water and Waste consumption and management

Group Commitments

The People & Planet working group oversees our Environmental, Social and Governance (ESG) strategy and its implementation across the Group and provides a framework for setting and reviewing environmental objectives and targets. The working group is comprised of a diverse group of our business leaders and has delegated authority on these matters from the TRG Board. The Group's environmental policy is approved by the People & Planet working group under this delegated authority.

The Group maintains a publicly available environmental policy that is available on our website. This policy is communicated to all persons working for or on behalf of the organisation .

As signatories of the UN Global Compact we support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We have aligned to several of the UN's Sustainable Development Goals, including Goal 13: Climate Action.

We are rated by EcoVadis¹, the leading platform for environmental, social and ethical performance ratings. Scorecard available on request.

We have carried out a full inventory of our greenhouse gas (GHG) emissions, including scopes 1, 2 and 3² and have committed to science-based targets in line with the 1.5-degree pathway (August 2024).

We Also:

- Encourage behaviours that have a lower environmental impact through positive messaging in all our offices and on the Group's intranet
- Promote the waste hierarchy: reduction, reuse, recycling and recovery
- Promote the use of virtual meetings to reduce emissions from travel
- Have implemented a flexible work policy that reduces the need for corporate travel
- Support our employees to volunteer for environmental charities in several locations

¹Tenth Revolution Group is not a registered company but a trading umbrella brand for FRG Ltd and its subsidiaries, we are therefore registered on EcoVadis as Frank Recruitment Group Ltd.

²Inventory conducted by an independent third party and used a spend based formula to calculate the Group's GHG emissions.

We will

- Continually endeavour to improve our environmental management in order to meet or exceed all environmental legislation that relates to the environmental impacts of our operations
- Maintain TRG Board and Executive Leadership oversight of our environmental agenda and targets laid out by our People and Planet committee and Sustainability Strategy Lead.
- Endeavour to minimise our energy consumption, improve energy efficiency and expand the use of renewable and low carbon energy where practicable
- Set and communicate to our employees, partners and suppliers our objectives on our most material environmental impacts.
- Promote and encourage a culture of environmental awareness within the Group, including engaging with employees on environmental issues, environmental awareness training and job specific ESG related training
- Minimise waste through evaluating our operations and ensuring they are as efficient as possible and by implementing initiatives to maximising waste reduction, reuse, recycling and in locations where possible composting
- Measure and monitor our water consumption in our global offices, work with our landlords and advocate for sustainable management of water in our facilities.
- Actively promote recycling and use of recycled materials and sustainable consumption
- Consider the effects that our operations may have on the local community
- Implement initiatives to minimise travel (and in particular air travel) and associated GHG emissions, whilst maintaining high standards of service to our customers
- Implement technologies that help us reduce our environmental impact
- Encourage employees and suppliers to engage with local community groups to volunteer for environmental projects
- Source and promote product ranges that minimise the environmental impact of both production and distribution
- Encourage our suppliers, contractors and partners to align with our Group's environmental objectives, particularly in relation to carbon emissions, reducing energy and water consumption and minimising waste

Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

Governance and oversight

This Statement is governed by the People & Planet working group, with delegated authority of the Tenth Revolution Group Executive Board.

Signed: Peter White, Chief Financial Officer and TRG Executive Board member

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