



Corporate Responsibility Policy

TriosGroup Plc aims to deliver quality property support services whilst maintaining the highest health, safety, environmental and professional standards.

We believe these policy commitments will benefit our customers, their stakeholders, employees, visitors and our staff both now and in the future, while improving the quality of the property portfolio and the surrounding environment.

Compliance

We will continue to develop and maintain consistent procedures complying with all applicable health and safety and environmental legislation, industry best practice and other requirements.

We will provide a safe and healthy environment for our employees, our customers and the communities in which we operate.

Continual improvement

In order to fulfil and exceed the expectations of our customers and stakeholders, we will regularly monitor and review our performance against clearly identified targets and objectives.

We will ensure both continual improvement and the implementation of effective standards for health and safety, environmental management and quality service provision.

Risk Management

The control of risks is an essential part of our business operations. We strive to prevent injury and ill health, avoid damaging pollution and continually to improve the service we provide and to protect our assets.

All significant risks arising from our activities will be suitably identified, assessed and controlled. Premises, plant and equipment will be maintained in a safe condition. Substances will be handled, used, stored and disposed of safely and responsibly.

Culture

We will empower our staff to work in a safe, professional and enterprising manner. We will ensure they receive suitable training and have access to adequate resources and competent technical assistance to support them in meeting their responsibilities, whilst enhancing their careers and personal development.



We will involve our employees in the development and implementation of policies and procedures and in sharing best practice. Everyone is encouraged to report any concerns and also identify any opportunities to improve.

Community

We will proactively engage with the wider community on all aspects of our performance. Interaction and feedback are vital for engagement with the communities in which we operate and from which we employ.

Carbon Management and Climate Change

Improved resource efficiency from recycling and energy usage is important for effective carbon management and reduction. We are moving to a position where we measure and report on our carbon footprint on an annual basis and once systems are in place will have this independently verified and certified. Where appropriate we will establish energy efficiency targets and report on progress made. We will improve resource efficiency and protect and enhance the environment through efficient use and careful planning of our operations and services. We will promote and encourage waste awareness and the benefits of waste prevention, reuse, recycling and general good practice.

Monitoring and Reporting

All aspect of this policy will be reviewed at regular intervals and revised as necessary. Changes will be communicated as appropriate. The policy will be available to all employees, customers, members of the public and other stakeholders. We will share information on our performance within an annual corporate responsibility report which is externally verified.

Signed

Rod Hall

A handwritten signature in black ink, appearing to read "Rod Hall".

Sandra Harris

A handwritten signature in blue ink, appearing to read "Sandra Harris".