



Tilhill

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Environment & Sustainable Business Policy

Sustainability is integral to the way we deliver our services and provide our products. Our core business is professional consultancy for forestry and woodland management, growing trees and enhancing the environment. We create new woodlands and manage forests for a range of clients with a variety of objectives including enhancing biodiversity, timber production for sustainable construction, sequestration of carbon and provision of recreational activities. We also provide landscaping and ecological services to clients which improve utilities and highways infrastructure; with work ranging from landscaping, creating nature corridors alongside new highways, enhancing and protecting the natural environment around reservoirs and restoring parklands. We manage the UK's largest scheme for the certification of woodlands to the UK Woodland Assurance Standard (UKWAS). We endeavour to contribute to sustainable development as part of our services.

We are mindful and proactive in considering the services we provide, and our business strategy takes a holistic approach to all stakeholders. We work to raise awareness of our services with the public, listen to neighbours and others concerns and wishes to fully understand how we can contribute more to local communities through social value.

Our services deliver many environmental benefits; however, we recognise our own impacts and the current climate emergency and biodiversity crisis. We are uniquely placed with our services and activities to contribute to positive change and a sustainable future.

The principal themes of our environment and sustainable business policy are **Our People**, **Our Contractors and Suppliers**, **Our Environment**, **Our Clients**, **Our Community**. The fundamental aims of these are:



Our People

- Take time to look after our people, we want to retain and develop them and ensure they are rewarded and satisfied by their work.
- Promote the health and wellbeing of our people.
- Develop the skills and expertise of our people to deliver their environmental responsibilities through communication, training and sharing of experience and best practice.
- Promote a diverse and inclusive workplace.



Our Contractors and Suppliers

- Work ethically with our suppliers and contractors to ensure fair engagement and treatment.
- Promote awareness of sustainability issues and best practice, encouraging a culture of environmental and social responsibility with our contractors and suppliers by example.



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Our Environment

- Assess the environmental and sustainability impacts of our services and activities, maintain and continually improve systems to minimise adverse impacts, prevent pollution and generate environmental benefit.
- Protect and conserve biodiversity, landscape and cultural heritage.
- Practice sustainable forestry and woodland management through compliance with the UK Forestry Standard and other industry guidelines and best practice.
- Reduce our GHG emissions and achieve net zero by 2045.
- Actively promote the use of renewable and sustainable resources and products.
- Practice resource efficiency, use energy wisely, reduce waste, increase recycling and divert waste from landfill.



Our Clients

- Work with our clients, suppliers, regulators and the wider industry to identify and mitigate environmental impacts associated with our services and activities.
- Provide support to our clients through our services to deliver their environmental and sustainable objectives.



Our Community

- Respect and support the communities within which we work and ensure their health, safety and welfare is not compromised by our activities.
- Proactively engage with the communities where we work, endeavouring to make a positive impact through supporting local businesses, volunteering and charitable contributions.

By achieving these aims we will deliver replicable long-term profit and prosperity for our people and all those we do business with.

Assurance and Governance

We will comply with applicable legislation, industry standards and fulfil other compliance obligations. We will work to ensure our aims and our approach to sustainability and environmental protection are embedded in how we operate across the business.

We assess those areas material to our business identifying risks, opportunities and actions we can take to ensure a sustainable business. In doing so we identify the UN Sustainable Development Goals relevant to our business and how we can contribute to meeting them. We set out our fundamental aims, clear targets and tactics to deliver these and support our Safety, Sustainability and Assurance Strategy and Action Plan.



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We have set clear metric targets against core areas of environmental impact:

- Net zero CO₂e from our fleet vehicles by 2025.
- 25% CO₂e reduction from our fleet vehicles by 2025.
- Net zero CO₂e from energy use in our offices by 2025.
- Zero waste to landfill by 2030.

We have set action targets against core areas of environmental and sustainability risk and opportunity.

- Raising environmental awareness and understanding of what it means to be sustainable amongst our people, our contractors and suppliers through workshops and training.
- Develop a carbon strategy by 2025 to achieve net zero CO₂e in a meaningful way by 2045.
- Improving management of the potential for diffuse pollution from our activities.
- Using our social media presence to promote and raise awareness of the benefits of sustainable forestry management and woodland creation, taking time to listen and respond to stakeholders raising environmental concerns.
- Run community engagement days and provide work experience placements.
- Researching alternative technologies to replace petrol and diesel focusing on haulage transport.
- Working with external industry groups to research alternatives to plastics and pesticides.

We set objectives and targets to improve performance within our Safety, Sustainability & Assurance action plan. We monitor and measure performance, reporting against our targets and will review our performance annually as an integral and fundamental part of our operating methods and business strategy.

We externally and internally communicate our environmental and sustainability performance annually through safety, sustainability and assurance reports.

We are certified by an UKAS accredited assessment body to the core management standards ISO 14001 (Environment), ISO 45001 (Occupational Health and Safety) and ISO 9001 (Quality) and are externally audited on a six-monthly basis against our assurance management system and demonstrable continual improvement through delivery of our Safety, Sustainability and Assurance Strategy.

Harry Stevens
Managing Director
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