

## Environment Policy

We are active in our environmental work for the purpose of constantly improving the environment in a way that is economically and commercially viable.

To the greatest possible extent, Timico operate various environmental processes so that we can be an active participant in a sustainable society:

- We minimise waste by evaluating our operations and ensuring they are as efficient as possible
- We source and promote a product range which minimises the environmental impact of both production and distribution
- We minimise toxic emissions through the selection and use of our small fleet and the source of its power requirement
- Our photocopiers and printers are fitted with automatic power cut-off functions
- Low-energy light bulbs are used throughout the building in our motion-sensor lighting system
- Office waste products are sorted and recycled
- We take environmental aspects into consideration when purchasing goods and services and prefer to choose suppliers who respect the environment.

Timico inform and involve all employees in our environmental work so that they are able to act in an environmentally responsible manner, for example:

- Taking the train/public transport whenever possible – fewer car / air journeys
- Making use of Timico communication services, such as our homeworking services or web conferencing and collaboration to minimise the amount of time spent travelling
- Reducing paper consumption – using electronic media wherever possible
- Reducing electricity consumption – turning off computers etc.
- Re-cycling as many waste products as possible

Timico are familiar with and comply with legislation relating to the environment and our environmental work; processes are reviewed on an ongoing basis and are reported on internally once a year.

Environmental work is an integral part of the company's activities and our Chairman is responsible for ensuring that Timico's environmental policy is applied and that any existing actions that are planned are implemented.