

## **TDL Sustainability policy**

As a responsible and leading chemical distribution company, Tennants Distribution understands the need to reduce the environmental and societal impact of our operations, activities and products, playing our part in reducing the effects of climate change and creating a better World for future generations. In our role as a distributor we act as a vital link in the supply chain between chemical manufacturers, who design and produce the products that we bring to market, and our customers who use those products in their processes and for the production of their goods.

The core values of the Tennant Group – trust, integrity, patience and accountability – underpin all of our business activities and support our sustainability goals.

Our sustainability policy focuses on the three pillars of Environmental, Social and Governance (ESG).

### **Environmental**

In all of our decision-making processes we must take environmental impact into account and minimise this where practical and cost effective to do so. The key areas of focus are:

<b>Focus Point</b>
Understanding our impact
Carbon footprint reduction
Energy used for transportation
Energy used to operate facilities
Reduction of waste
Communication

### **Social**

We treat all of our colleagues fairly, ethically and with respect. They are provided with a working environment that is safe and healthy, both physically and mentally. We promote our social values in all of our supply chain interactions.

<b>Focus Point</b>
A healthy & satisfied workforce
Workplace Health & Safety
Product safety
Training
Fair pay & living wage
Modern slavery
Equality & Diversity
Community

### **Governance**

We take a total compliance approach to all regulatory matters and maintain full transparency with all stakeholders.

<b>Focus Point</b>
Risk management
Compliance
Ethics
Avoiding conflicts of interest
Accountability

Signed:



T GRIFFITHS, Managing Director

Date: January 2024