

Corporate Social Responsibility Directive

Executive Summary

TECD requires that we hold a steadfast commitment to Corporate Social Responsibility (CSR) as an integral part of our business ethos. Guided by our core values, we strive to positively impact the environment and society at large.

This report outlines our efforts in seven key areas:

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Energy Efficiency Solutions and Products

Provide energy-efficient solutions and products to mitigate environmental impact and enhance sustainability.

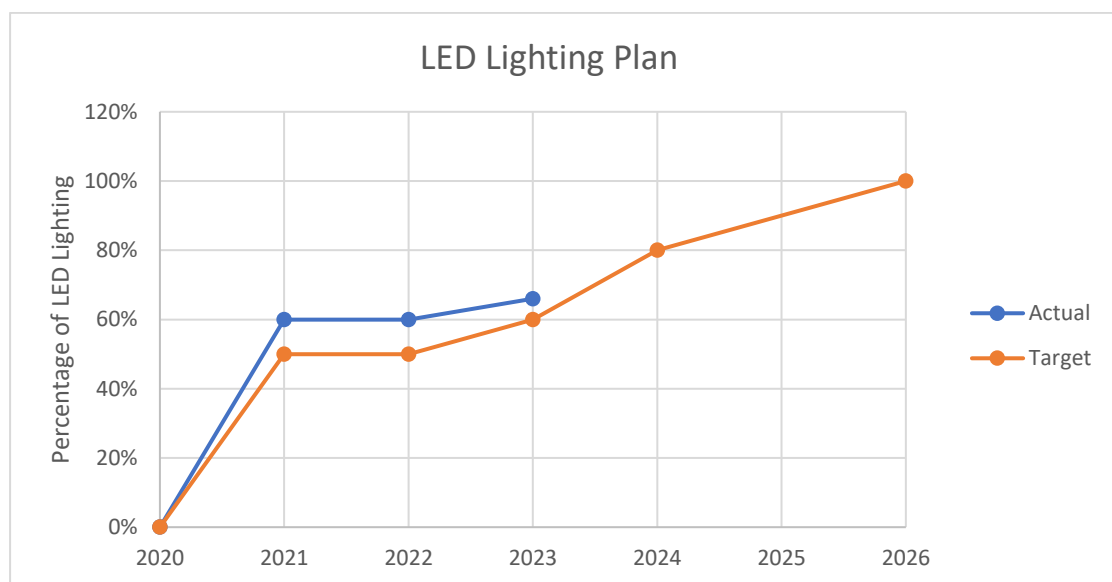
Activities

- Lighting Automation, Motion sensor technology introduced to reduce uptime of lighting.

2020 – New Building takeover All common areas and main warehousing and office - 100% Traditional Incandescent Lighting
Target

2023 – Warehousing 80% LED Lighting, Common Areas 20% LED, Office Areas 100% LED Lighting

Target 2025 – Warehousing 100% LED Lighting, Common Areas 100% LED, Office Areas 100% LED Lighting



- **Heating**

2020 – Traditional inefficient fan/blow Heaters

2023 – Air Conditioning installed as 100% replacement, no traditional heating remains

Target 2025 – Maintain Low efficiency heating in all areas.

Recycling

Recycle where possible and innovate new ideas for improved recycling.

Activities

Recycling bins were introduced to every office area for recycling paper.

Recycling bins added to kitchen areas.

2013 – Minimal Recycling facilities available and practices followed

2023 – Recycle bins supplied ratio 1 bin to 4 desks, Recycle bins added to all common areas. Plastic recycling bins supplied in kitchen areas.

Target 2024 – Introduce food waste recycling bins to Kitchen areas.

Printer sundries are now recycled.

Encourage and provide ways to eliminate paper usage.

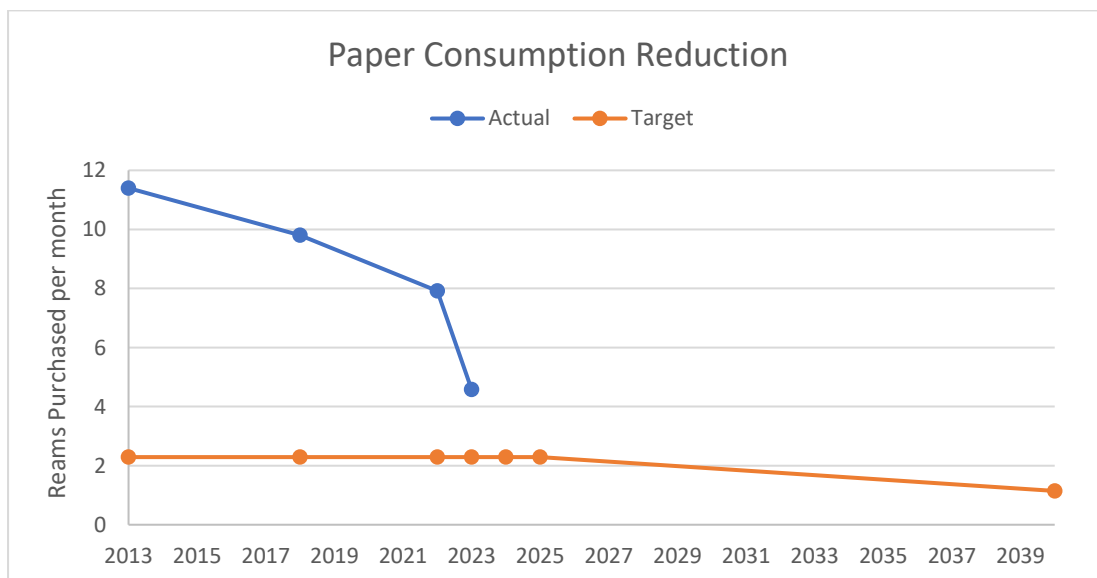
Changed the way Sales provide final sales information to Accounts.

2013 – 2018 – Paper packs put together per sales deal

2018-date – Digital process implemented

Results – 2023 Average 42% decrease in monthly average of paper purchased in 2022.

Target 2025 - reduce to 35% monthly average of paper purchased in 2022.



Travel

Reduce unnecessary travel and encourage greener travel where available.

Activities

- Less than 5% of meetings now involve travel outside of the office.

2020 – 10% of meetings involved travel via public transport or road.
2023 – Less than 5% of meetings are now held on or offsite.
Future Target – To maintain and reduce the 5% offsite visits.
- Company vehicles renewed to latest ULEZ ratings and efficiencies.

2020 – single vehicle over 5 years old and not EURO 6
2023 – All vehicles are EURO 6 rated
Future Target – Maintain current EURO rated vehicles to latest ratings.
- Cycle to-work scheme has been made available and communicated.

Circular Economy

Support the circular economy and promote it to our customers.


Activities

- Promote vendor circular hardware programs where possible.
- Created a partnership with a Circular Hardware vendor to promote and sell their Laptops and Desktops.

Collaborative Partnerships

Partner with companies that have similar policies and attitudes towards the environment.

Activities

- For IT procurement we use a limited number of manufacturers for our core products and a limited number of distributors that have shared sustainability goals and attitudes.
 - Consider the policies of our packaging and delivery partners to ensure where possible they are also aligned to our values.
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Fair Treatment, Diversity, and Inclusion

Treat our employees fairly and be diverse and inclusive.

Activities

We have a diverse workforce and an open employment policy.

We carry out regular reviews with our staff and listen and act on feedback where possible and appropriate.

Future Commitments

While we are proud of our achievements, we recognize that the journey towards sustainability is ongoing. In the coming years, we are committed to:

- Expanding our portfolio of energy-efficient solutions and products, setting new benchmarks for eco-conscious innovation.
- Continuously refining our recycling processes and exploring cutting-edge technologies to further reduce waste and maximize resource recovery.
- Scaling our efforts in promoting the circular economy, both internally and among our stakeholders, to drive a more regenerative and sustainable economy.
- Strengthening our collaborative partnerships with like-minded companies and organizations.
- Fostering an environment where every employee feels valued, heard, and empowered.

We are determined with our approach to sustainability and the circular economy, we will strive to improve and build upon these commitments and welcome all our customers and partners to join us on this journey.

Sincerely,



Mark Reid

Director

03/10/2023

