

TWMM

ENVIRONMENTAL SOCIAL & GOVERNANCE
(ESG) POLICY

ESG POLICY STATEMENT

TWM is aware that our business activities impact upon the environment and we are committed to ensuring these activities have the least possible detrimental effect.

We continually seek to improve our environmental impact through reduction of energy, water and waste, promoting awareness in our employees and working with suppliers and customers to make more environmentally sensitive choices.

TWM support charities both financially and through giving our time pro bono. We work with organisations in areas of homelessness and physical and mental health.

We promote equal opportunities for everyone on our team and in our hiring policy.

Our board and shareholders are committed to continually improving our ESG performance and have oversight of activities to ensure our environmental and social goals are delivered and to ensure compliance with legislative and ethical obligations.



Mike O'Sullivan
Operations Director

ESG POLICY

Environmental

Our policy is to reduce our environmental footprint by minimising our energy consumption and waste generation. We do this by implementing existing practices outlined below and identifying new opportunities on an ongoing basis:

- Optimise energy efficiency / conservation in the office and reduce the impact of transportation via the Cycle to work scheme, car-pooling when attending off-site meetings and choosing virtual meetings as an alternative.
- Minimise waste generation by applying reuse and recycle options and paperless workflows.
- Purchase products and services that have the least environmental impact
- Inform and motivate our staff and encourage them to play an active role in committing to our environmental policy.

Social

TWM support charities both financially and through giving our time pro bono. As part of our commitment to community engagement, we work with organisations where we feel we can be most effective which include The Kyrie Therapeutic Farm (mental health), Peter McVerry Trust (homelessness) and Cappagh Hospital (health).

- We are committed to providing equal employment opportunities, fair pay and a safe and healthy working environment.
- We encourage physical exercise via regular team activity challenges and providing facilities for cyclists

Governance

Our environmental and social policies are overseen by the Board to ensure that goals are delivered. Our Board oversee our Compliance Team who ensure all employees are aware of and comply with professional, ethical and legislative obligations.

Policy Effective Date: July 2023

Date of Next Revision: July 2024