



Environmental, Social, and Governance Strategy



Executive Summary

TMDS is a leading UK-based print management company, offering comprehensive, cost-effective solutions for document management and printing needs. Our expertise spans managed print services, maintenance, and sustainability strategies, helping businesses reduce costs and optimize workflows with global brands like Ricoh, Epson, Kyocera, PaperCut, and MYQ, all of whom have their own ESG strategies.

Our goal is to educate our customers on how our managed print solutions can help them meet their own carbon neutral goals and ESG goals.



ESG Strategy Overview

Sustainable Future for All

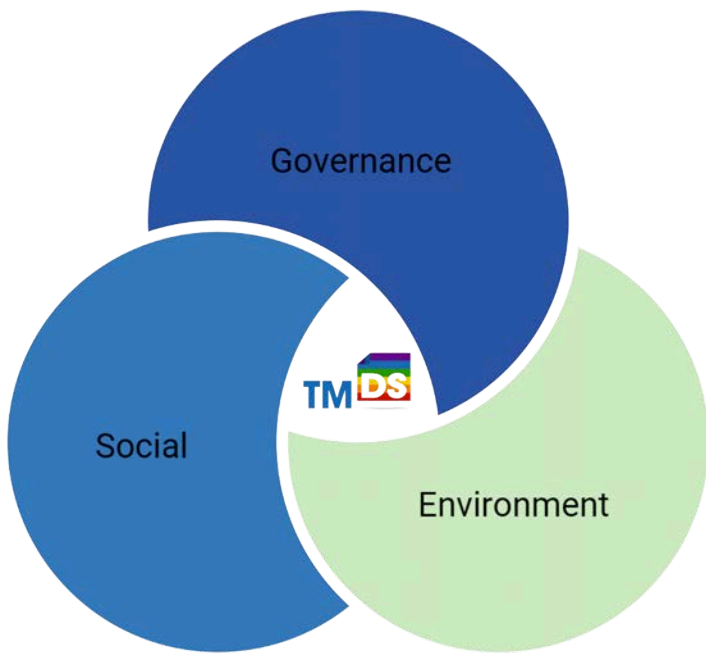


Introduction

TMDS recognises its responsibility that as a business we play an important role in supporting the development of a sustainable future. Our environmental, social, and governance (ESG) strategy outlines our practices and future plans to not only operate in an environmentally friendly manner but to provide sustainable, equitable, and healthy solutions to our customers.

This commitment infiltrates every aspect of our business, including the manufacturers and suppliers we partner with, the services we provide, and collaborations with stakeholders.

Sustainable practices enhance corporate responsibility and community impact.



Our goal is to integrate ESG into our operations, hence our approach is structured around three pillars relevant to our business and aligned with our values and culture.

Governance

We consider governance practices essential to creating and preserving value for all of our stakeholders. These include a sound approach to corporate governance that aims to comply with all applicable laws, rules, regulations, and policies and adhere to our corporate values and business principles.

Social

At TMDS, corporate social responsibility is a fundamental part of our values. We prioritize creating a workplace that encourages personal development and success, ensuring it's a fun, engaging, safe, and fulfilling environment. Additionally, we are deeply committed to supporting the communities we serve, with a history of delivering impactful and transformative contributions.

Environment

At TMDS, we recognise climate change as one of the most critical challenges facing our world. That's why we are committed to integrating environmental responsibility into every aspect of our operations, implementing best practices, and managing environmental risks responsibly.



Governance

- At TMDS, we are dedicated to fostering a culture of integrity that holds both the company and its employees accountable to the highest ethical and moral standards.
- Providing educational resources and regular training on compliance, operational matters, ESG topics, and responsible management are key priorities in our business strategy.
- At TMDS, from leadership to front-line staff, we are committed to upholding and promoting the protection of human rights and well-being in all aspects of our business and throughout our supply chain. These principles are clearly outlined in our code of conduct.
- At TMDS, we are committed to fostering a fair and equitable workplace for both our employees and business partners. We enforce strict policies to prevent unlawful discrimination and harassment.



Social

- Corporate social responsibility is at the core of our corporate values.
- Our primary focus is fostering an environment that promotes individual growth and prosperity by making our business a fun, exciting, safe, and rewarding workplace.
- Promotion of diversity, equity, and inclusion within the workplace and the communities we operate.
- Engagement with stakeholders to understand and address social concerns and priorities.
- All relevant training is provided and hybrid working is offered for eligible employees.
- We have an anti slavery policy.
- We are an equal-opportunity employer.



Enviroment

- At TMDS we commit to minimising environmental impact through responsible resource management, waste reduction and pollution prevention.
- We provide solutions with exceptional energy efficiency (e.g. Epson Heat Free printing) - many device parts can be fully recyclable and can be used for a second term.
- TMDS offers a free sustainable user toner take back service and recycles any end-of-life product and parts.
- Electrical Chargers at the office & all company cars are self-charging hybrids.
- All toner and parts are recyclable - at a specialist recycling centre or returned to the manufacturers.
- Recycle 90% of our office waste.
- We are working towards carbon neutral by 2030.



Sustainability is not just a goal, but a responsibility we all share together. At TMDS, we have always upheld the highest professional and ethical standards.

Responsible environmental, social, and governance (ESG) practices are central to our business operations and guide the activities of the businesses in which we partner.

Simon Vine
Managing Director
Total Managed Document Solutions