

Sustainability and Climate Change Pledge

The Starting Point

In creating a sustainability and climate change policy for Tineke Training Ltd; we didn't want to turn this into a copy and paste, ticking boxes exercise.

We required external help from someone with a deep understanding of the topic and the many strands connected to it – from economic and social, to political and beyond. We are pleased to have onboard Lewis Farley who is that person leading and guiding us on this new journey.

The starting point, as advised by Lewis, is self-reflection; how do Tineke Training employees live their day-to-day lives. In evaluating lifestyles, we can identify past and present habits relating to our activities and consumption. We can then seek to make realistic adaptations favourable to a more conscious and sustainable way of thinking and living, which in turn is transferrable to our business and working practices.

Personal changes individuals at Tineke Training made immediately include:

- Diet – embracing plant-based meals and vegetarianism
 - One employee has stopped eating meat altogether while another has reduced the amount of meat they consume during the week
- Recycled clothing
 - Buying used clothing and footwear
 - Selling or donating unwanted clothing and footwear
- Heightened awareness
 - Products, services and campaigns
 - Current affairs – implications and impact on the environment and lives
- Education
 - Reading and viewing materials related to sustainability and climate change

The above are small, incremental personal steps that we will develop on and expand by our next review in two months.

As mentioned in the last bullet point; education is fundamental to us improving in this area. Lewis has provided a list of reading materials and resources for us to study – not just to improve our understanding, but encourage us to challenge if we have a differing opinion.

Regarding the company, he has suggested the following for us to consider.

Tentative (Business) Solutions:

- Keep one's self informed and updated on scientific literature pertaining to environmental sciences.
- Reflect upon one's own life and implement sustainable procedures to the largest extent feasible.
- Review transport chains that are vital to the manufacturing of products and services that a company trades.
- Reduce travel and engage in business remotely where possible.
- Review modes of transport when travelling for business is required.
- Communicate with professionals and inquire as to whether they can aid in the formation and implementation of sustainable practices.
- Communicate with customers and NGO's to see what sustainable strategies they wish to see the business indulge.
- Encourage other businesses to base their business models upon sustainability.
- Use economic resources to influence the formation of environmentally sustainable legislature (via legal and democratic means).
- Review which services are used to the business's finances (look at triodos.co.uk to learn about "ethical banking").

It is our aim to continue with a holistic approach to forming our own sustainability and climate change policies that is relevant to and achievable for Tineke Training Ltd.

Next review and update by: 1st May 2022

Progress Update: 11th April 2022

Recruitment of instructors by region

We have recruited (training instructors) contractors in more and different areas of the UK. The rationale behind this is to reduce the amount of travel and, therefore fuel consumption and emissions. For example, instead of sending an instructor based in the south-east to the midlands; we will now send one of our instructors who is actually based in the midlands region.

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Large, multi-sited clients

Where feasible and practical we are encouraging and supporting our larger, multi-sited clients in cross-site training for their staff. For example, the client sends staff from sites Y and Z to site X where the training delivery takes place. Providing our Covid-safety measures are adhered to (e.g. large, well ventilated training room); this allows for more staff to be trained all at once and reduces our need to make multiple trips to the same area. As above, reducing our fuel consumption and emissions.

Digital certification

Presently, we issue both digital and hardcopy certificates to clients. The aim is to move away from hardcopy and issue electronic (PDF) copies only. We will consult with our clients to advise on the environmental benefits of this approach i.e. to avoid the need for printing, use of paper and postage. It is necessary in certain industries to have hardcopies so there will be exceptions that we can't disregard.

Hotels

Where hotel accommodation is necessary, we are seeking to use those with 'Travel Sustainability Property' status. As individuals, we're doing more to adhere with hotels efforts towards the environment e.g. multiple-use of towels instead of single use.

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