



Sustainability Report

2024

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Introduction

We are excited to introduce TSK's first-ever Sustainability Report, a clear reflection of our dedication to openness, responsibility, and our important role in positively impacting people and the environment while continuing to expand our business and create exceptional workplaces for our clients.

This report showcases our progress in 2023, emphasising our efforts to minimise our environmental impact, promote social inclusivity, and maintain economic resilience.

Guided by our commitment to sustainability, we aim to collaborate closely with our clients and supply chain partners to design workplaces suited for a sustainable future, creating mutual benefits for people, the planet, and ongoing business success.

Our dedication goes beyond compliance; it's a continuous journey of enhancement and adaptation. We invite stakeholders to join us in reflecting on our achievements, addressing challenges, and exploring the endless opportunities ahead.

Jamie Richardson
Sustainability Director, TSK.





Strategy & focus areas



Our Sustainability Strategy

Even though our Sustainability Strategy officially launched in January 2024, we are proud to announce that the strategy's development was completed in 2023. This strategy establishes our Sustainability Vision and creates a clear narrative for our business, which we can effectively communicate to clients, supply chain partners, and other stakeholders. It also includes a Net Zero Route Map and a detailed Sustainability Action Plan outlining the steps we will take to achieve our goals.

[Click for Sustainability Strategy](#)

Focus areas

Our Sustainability Strategy aligns with the United Nations Sustainable Development Goals. Through a comprehensive materiality assessment, we have identified four goals where we can make the most significant positive impact.

By refining our focus, we have pinpointed key areas to address both internally and externally. These areas include reducing our carbon emissions, minimising material consumption, and maximizing engagement with employees and broader stakeholders.

*Below referenced from [here](#).



Sustainable cities & communities

We support the UK's cities and businesses in the transition to sustainable, flexible, inclusive & attractive workplaces.



Good health & wellbeing

We create workplaces that promote wellbeing and healthy work practices.



Responsible consumption & production

We redefine workplaces with minimal impact on the Earth's natural resources.



Climate action

We reduce climate impact, whilst building resilience to the effects of climate change.

Internal

TSK's own GHG emissions

We lead by example by reducing our own business operations.

Employee engagement

We ensure our people can confidently articulate our sustainability priorities and put into practise through upskilling & process improvement.

External

Reducing clients' impact on the environment

We're embedding circular economy principles on projects, reducing material consumption & waste. We're also providing solutions to meet Net Zero targets.

Stakeholder engagement

We influence and collaborate with our clients/contractors to improve sustainable practises. Maximising opportunities to improve sustainability performance on projects.

Key targets



To achieve
Net Zero across
our scope 1 and 2
emissions by 2030



To achieve
Net Zero across
scopes 1, 2 and 3
by 2040



To achieve full
circularity across
our operations
by 2040

Commitments



in 2023

Key 2023 highlights



We officially became a Living Wage Employer



Appointment of our Sustainability Director



Development of our Sustainability Strategy



Committed to Science Based Targets



Disclosed out Carbon emissions via the Carbon Disclosure Project (CDP)



Launch of our Travel Portal to monitor emissions



Offset our Carbon emissions in 2022



19% Decrease in Scope 1 and 2 emissions compared to 2022 baseline



Community Engagement Activities



£25k Charity campaign launched

Our Net Zero journey

- In 2023, we committed to Science-Based Targets, demonstrating our dedication to measurable and impactful climate action.
- We registered with the Carbon Disclosure Project (CDP) and now provide transparent annual reports on our carbon emissions, available for public viewing.
- Our commitment to climate action is further reflected in our membership with the SME Climate Hub and our participation in the UN Race To Zero initiative.
- You can view our comprehensive Net Zero route map, launched in January 2024, [here](#).

Living wage employer registered

In 2023, we proudly became a registered Living Wage employer.

This commitment underscores our dedication to valuing our exceptional team by ensuring fair and sustainable wages.



Charity

The David Cox Initiative

Following the loss of our friend and colleague in 2019 we have been looking for a suitable way to honour his memory. **We decided that dedicating all our charitable activities over the next 12 months to David.** Our target is to raise £25k for charities and good causes, including the British Heart Foundation.



British Heart Foundation

Considerate Constructors Scheme

We are proud members of the Considerate Constructors Scheme, reflecting our commitment to the communities, environment and people impacted by our construction activities. This membership signifies our dedication to understanding and mitigating the effects of our projects. Through independent audits, the scheme offers valuable guidance and resources, helping us to continually elevate standards on our sites and build trust with local communities. Our projects are assessed against three key areas: Community, Workforce, and Environmental impact.

For more information, visit www.ccscheme.org.uk.




Creating an environmentally conscious culture at TSK



Internal & external communications

We launched the Sustainability page on the TSK website, providing external stakeholders and prospective clients with insights into our sustainability journey.

Additionally, we introduced our internal Sustainability Intranet page, where employees can access learning resources, recent bid submissions, and our comprehensive sustainability action plans.




TSK Sustainability Hub

Welcome to the TSK Sustainability Hub

"Creating workplaces fit for a sustainable future"

"Welcome to TSK's new internal Sustainability Hub where you can find useful information and resources in relation to our sustainability journey.


If you have any questions or queries please do not hesitate to contact me or complete the short form below"



Sustainability at TSK

As part of our mission - 'To make work amazing for everyone by creating spaces people love' - we're embarking on a sustainability journey.

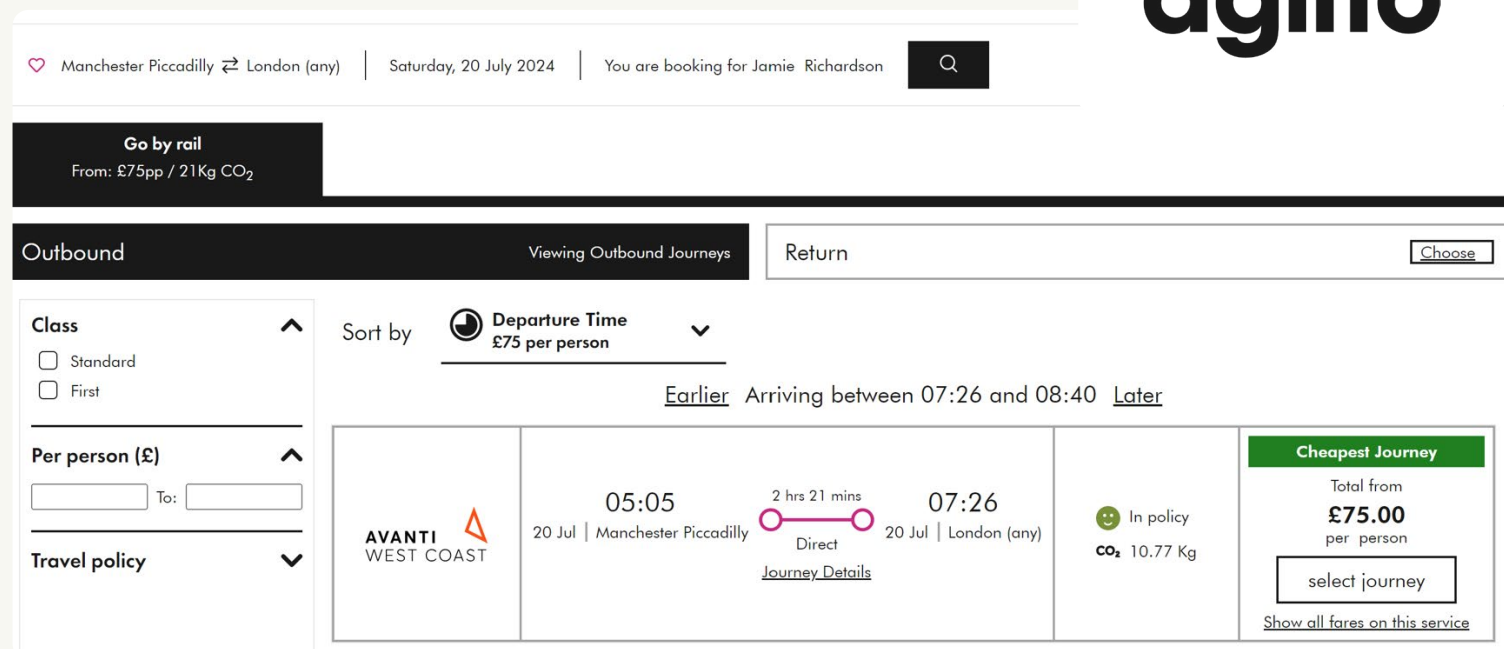
We're excited to share valuable resources and information with you about this process which you can explore below.



Enhancing the travel & accommodation System

In autumn we launched a new travel and accommodation policy with a renewed focus on Sustainability and the carbon impact associated with travel.

We've also begun a partnership with the Agiito travel booking system. This has provided an efficient way of measuring and tracking business travel emissions, whilst also giving employees the data to make informed cost and carbon efficient travel choices.

Manchester Piccadilly → London (any) | Saturday, 20 July 2024 | You are booking for Jamie Richardson

Go by rail
From: £75pp / 21Kg CO₂

Outbound Viewing Outbound Journeys Return Choose

Class Standard First

Sort by **Departure Time** £75 per person

Earlier Arriving between 07:26 and 08:40 Later

AVANTI WEST COAST	05:05 20 Jul Manchester Piccadilly	2 hrs 21 mins Direct	07:26 20 Jul London (any)	In policy CO ₂ 10.77 Kg	Cheapest Journey Total from £75.00 per person select journey
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[Journey Details](#)

[Show all fares on this service](#)



Our environmental performance

Environmental performance summary

Each year we complete an environmental performance report for the business. This year we have made considerable improvements in performance across 10 of the 13 areas.

The total office waste saw the biggest change; however this was driven by an office refurbishment of our corporate HQ in Salford.

Maintain	2022	2023	% Change	2024 target
Electricity	85361.40 kWh	62731.45 kWh	-26.5%	-5% from 2023
Gas	86536.97 kWh	92114.04 kWh	+6.4%	-5% from 2023
Water	193m3	220m3	+13.99%	-14% from 2023
Total Office Waste	2 Tonnes	10.4 Tonnes	+233%	Below 2.5 Tonnes
Office Recycling Rate (12m Average)	30%	40%	+10%	50%
Paper	129 boxes	52 boxes	-59.62%	50 boxes
Business Travel CO2 emissions	43.69 tCO2e	40.22 tCO2e	-0.25%	Below 40 tonnes
Waste in operations (Tonnes)	1161.22	631.74	-45.6%	Maintain
Waste in Operations (Recycled)	82%	81%	-1%	Above 80%
TSK Way Audits	35	36	+1	Maintain
Site Compliance Audits	61	121	+60	Above 100
Environmental Incidents	0	0	0	0
Environmental non-conformances	0	0	0	0

Carbon reporting

2023 has been an exciting year in TSK's Net Zero Journey, we have:

Established a carbon baseline report using 2022 data.

Set a Net Zero Target of 2030 for Scope 1 & 2 emissions (2040 for all emissions).

Offset our 2022 and 2023 emissions through Gold Standard Credits.

Reduced our Scope 1 & 2 Emissions by 19% between 2023 and baseline year.

Developed and published our [Net Zero Route Map](#).

[*Click here to see our CDP disclosure.](#)

Emission categories

We've conducted a materiality assessment to establish the key emissions categories which directly affect the business and where we can make the biggest impact on reducing our emissions.



Scope 1

- Gas
- TSK Vehicles

Scope 2

- Purchased Electricity

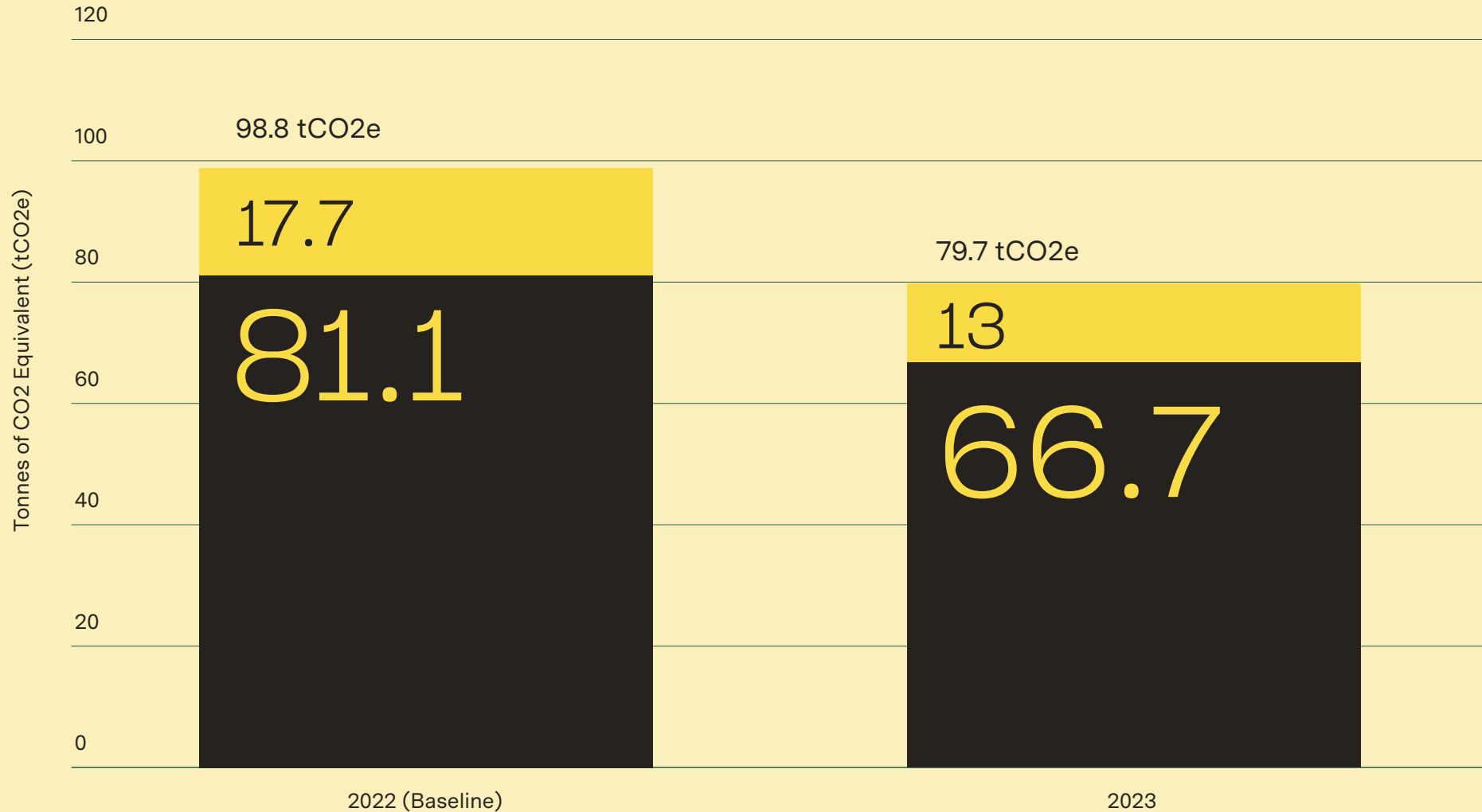
Scope 3

- Purchased Goods and Services
- Employee Commuting
- Business Travel
- Waste in Operations
- Upstream Leased Assets

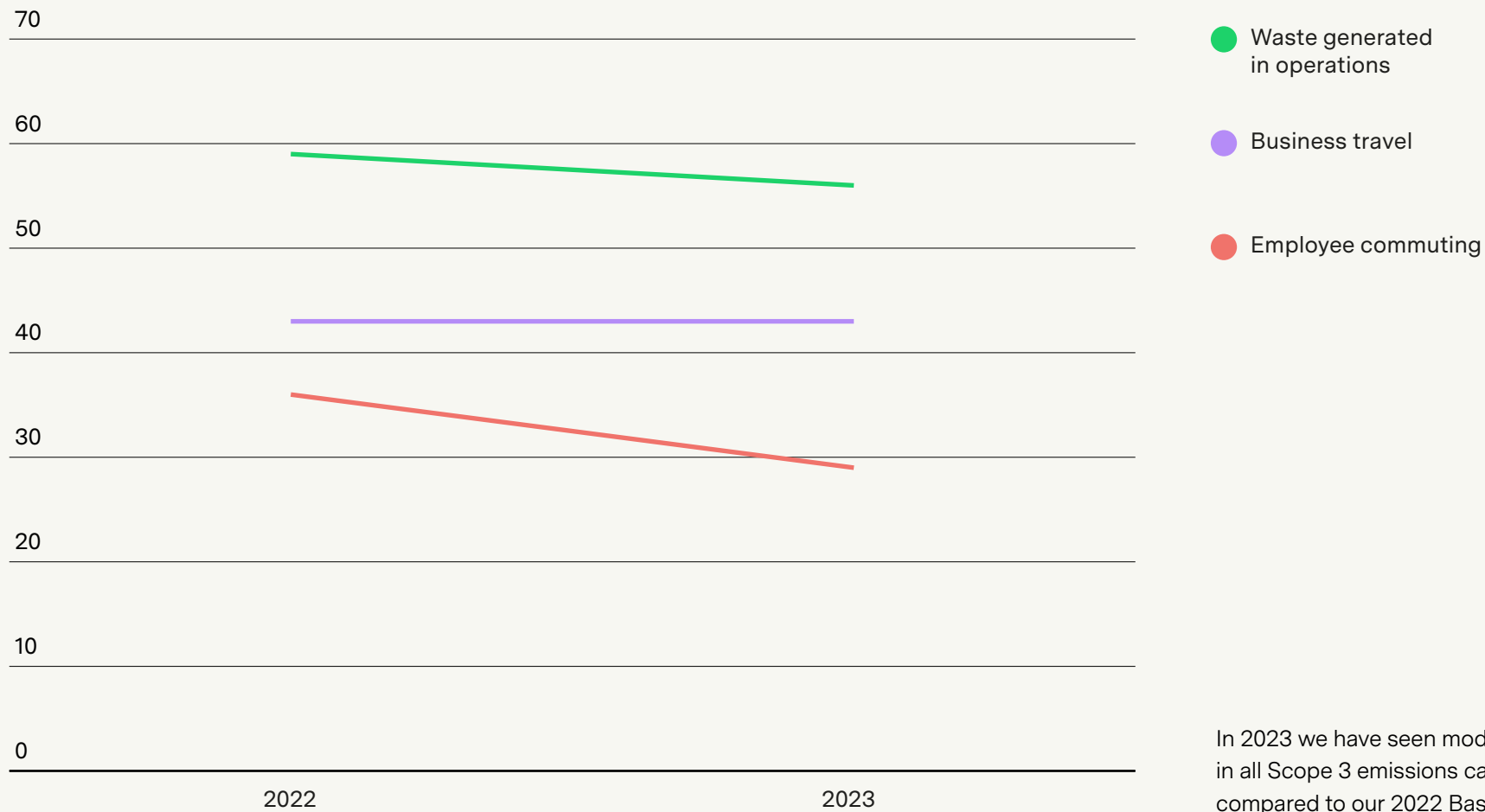
Tracking our emissions

In 2023 we reduced our Scope 1 and 2 Emissions by 19.33% compared to our 2022 Baseline.

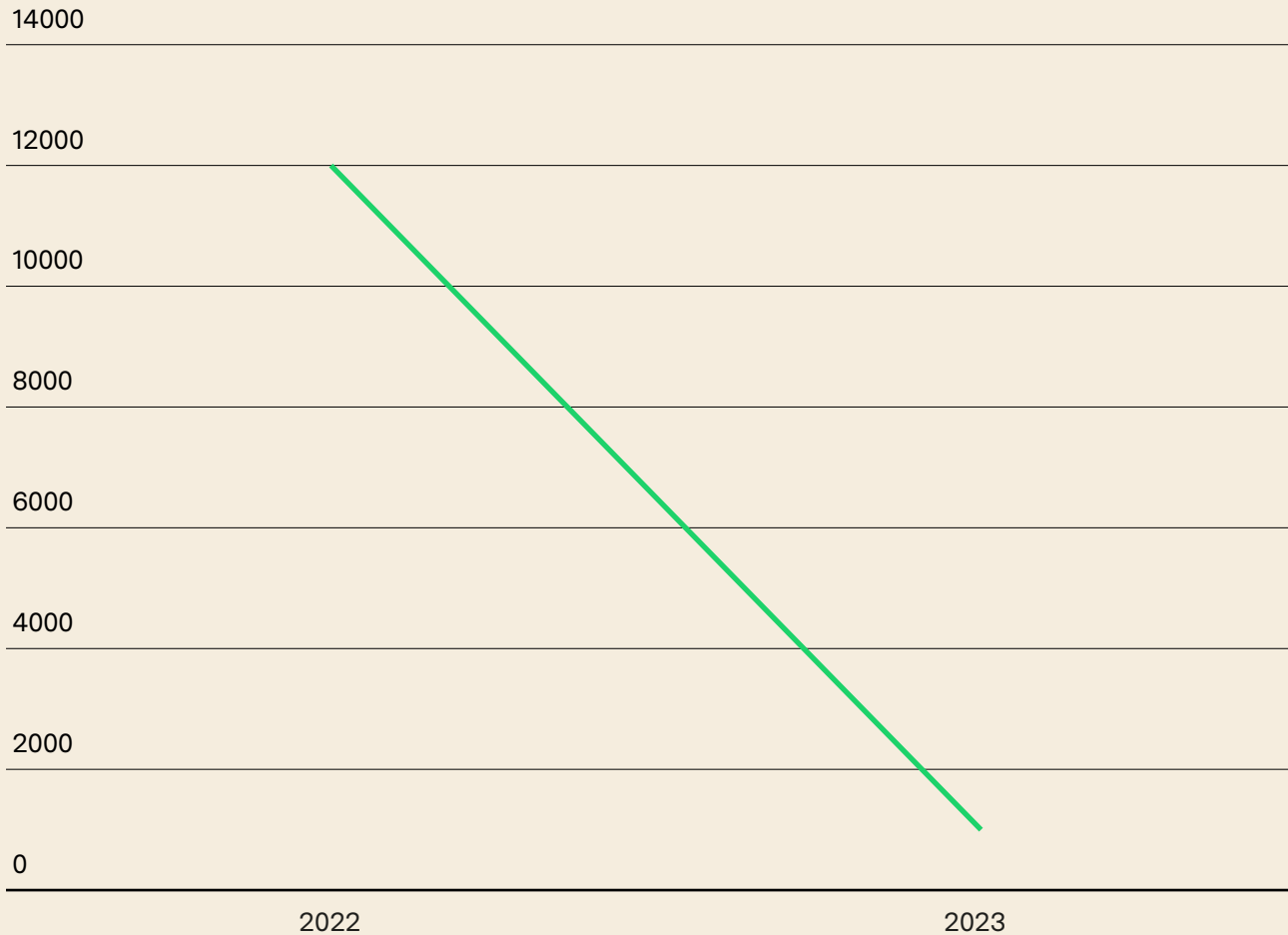
● Scope 1 ● Scope 2



Tracking Our Scope 3 Emissions



Tracking Our Scope 3 Emissions



● Purchased goods and services

In 2023, we took the decision to change our methodology of calculating purchase goods and services from spend data (used in 2022) to material quantities.

This change will enable us to measure the benefits of future initiatives to reduce emissions within this category.

We will therefore be re-baselining our purchased goods and services from 2023.

Offsetting our emissions

We have become a carbon neutral business by offsetting our scopes 1 and 2 emissions for both our baseline year in 2022 and our 2023 emissions.

We do not see this as a silver bullet to defer our responsibilities, but a transition tool and incentive to reduce our emissions year on year as we progress to our goal of becoming Net Zero by 2030.



Climate
Positive Action for Planet + People

We are delighted to confirm the retirement of
130 Verified Emission Reductions (VERs)
for
The TSK Group Ltd
on 24/01/2024

Mozambique Safe Water Project - (50x)
BaumInvest Mixed Reforestation in Costa Rica - (50x)
Solar Lighting Project in Zambia - (30x)

*These credits have been retired, saving **130** tonnes of CO2 emissions
from being released into the atmosphere.
Thank you for investing in a safer climate and more sustainable world.*

Order number: [GSM22802](#)

Gold Standard

Partnership with Alphacello

- In the Autumn of 2023, we officially joined forces with a leading sustainability consultancy Alphacello - a market leading team of consultants, including experts in construction based environmental accreditation guidance and assessment.
- Alphacello have 15 years of construction-based sustainability experience with a detailed understanding of the environmental accreditation frameworks and our clients' project needs.
- To date, the partnership has resulted in a positive step-change in our Sustainability capabilities on project through their expertise and a dedicated role within projects to advise, gather evidence and engage with project teams, clients and the supply chain.



Delivering sustainability for our clients

Environmental accreditations provide a clear and structured framework for identifying and achieving sustainability goals. These ratings help to set specific, measurable targets and facilitate the establishment of agreements with project teams, ensuring that everyone involved understands and is committed to the sustainability objectives.

By adhering to these established standards, we have a systematic approach to sustainability, track progress, and make informed decisions to continually improve our environmental performance.

We are committed to maintaining a market-leading standard in every fit-out by adhering to sustainability accreditation processes and criteria.

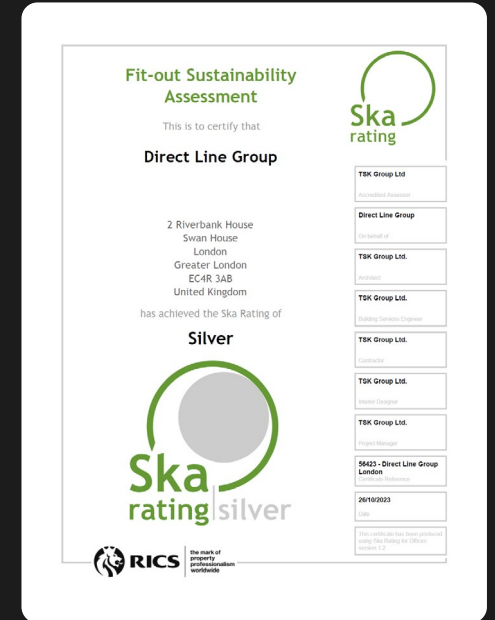
This commitment ensures that our fit-outs consistently meet or exceed recognised benchmarks for environmental performance.

This proactive approach helps us deliver sustainable solutions that benefit our clients, our communities, and the planet.



Direct Line Group - SKA Silver Rating

Our project for Direct Line Group in Riverbank House, London achieved a SKA Silver rating.



Social



value



2023 social value summary



8

Number of projects registered with the Considerate Constructors Scheme (CCS)

70

Number of volunteering hours

£5K

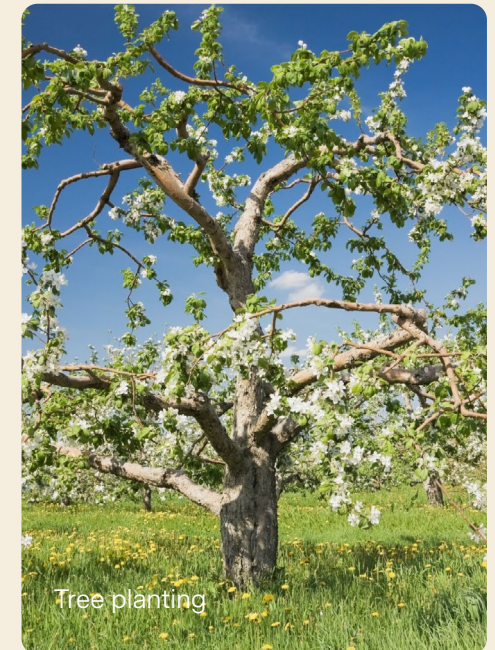
Amount raised for TSK Chosen Charity in 2023 (David Cox Initiative)

41

Average CCS Score (45 max.)

8

Number of volunteering events



Social Value Performance summary

Measure	Total in 2023	2024 Target
Number of projects registers with the Considerate Constructors Scheme (CCS)	8	10
Average CCS score (45 max.)	41	40
Number of volunteering events	8	10
Number of volunteering hours	70	100
Amount raised for TSK chosen charity in 2023 (David Cox Initiative)	£5,000	£20,000

CSR framework

In addition to our ESG strategy, we have our CSR framework which, is focused on three core areas.



CSR framework implementation



Social Value framework to be incorporated for all registered projects for Considerate Constructors Scheme.



Optimise planning to include project delivery teams in scheme initiatives, develop client relationships and increase their involvement.



Raising the profile of our social values/CSR within the business whilst boosting their presence on our external media channels. In addition, ensure that social value is developed and maintained across our database of contacts.

CCS process flow

1

Pre-Construction PM and Furniture team

Handover Meeting scheduled for project handover to delivery team section added to Pre-Con handover checklist for what was agreed at tender for this project in relation to Social Values, sustainability, furniture & materials re-use and client social values these items to be addressed regardless if the project is not registered with Considerate Constructor Scheme.

2

Compliance team

Project to be registered with the Considerate Constructors Scheme via the online portal, once F10 completed with correct start dates.

3

Delivery team

Pre Con to complete Pre-Start Checklist Document with details provided from handover meeting and issued to Delivery team and compliance.

4

Delivery and Compliance team

Client contacted to discuss CSR opportunities for this project and if they want to be included or if they are partnered with any charities/ organisations they would like to be incorporated.

5

Compliance team

CCS start up meeting to be arranged with scope of initiatives and ideas to be agreed with delivery teams for the project.

6

Compliance team

CCS action plan to be completed with agreed dates for initiatives to be carried out, actions set to specific duty holders and timescales for actions close out to be agreed.

7

Delivery team

Site Manager to complete CCS self assessment document at least 2 weeks prior to monitor visit.

Social value in action

Live example: 58 Mosley Street

Community, charity & legacy

We are sponsoring a local football team with new kits for the current season and have also volunteered with the Salford Food Bank, packing and shipping food parcels. In 2024, we are planning a client event, tentatively a charity 5K inflatable assault course at Tatton Park, to raise funds for Ronald McDonald House. We have initiated inquiries with colleges offering Construction and Building Services courses, with a site visit likely to be arranged with Trafford College.

Workforce & wellbeing

We have introduced recreational activities on-site, including table tennis and a dartboard. Additionally, we are arranging health surveillance for subcontractors through Connexus Group, which will include services such as blood pressure testing, hearing assessments, and HAVS evaluations.



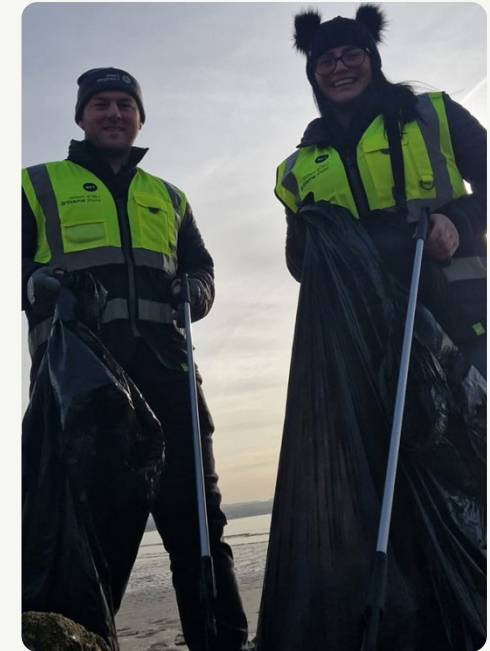
Environmental & sustainability

We are planning to donate kitchen equipment, tea points, and spare materials to the Seedley Road homeless center project, currently under discussion. Aspire has also expressed interest in arranging for these units to be reused. Additionally, we are organising volunteer activities with The Conservation Volunteers (TCV) and Groundworks in Manchester, with the event date to be confirmed once the 2024 schedule is finalised.

Mental health charities



MatesinMind & ANDYSMANCLUB- carried out mental health workshops across a number of our sites in 2023 covering projects in London, Manchester and Liverpool.



Beach & city litter picks

We have conducted beach cleans and litter picks in local communities near to our projects including:

- **Dublin:** in partnership with environmental group - CleanCoasts
- **Liverpool:** with friends of Crosby Beach
- **Manchester:** with a local school in Eccles, where we donated money to build an outdoor classroom/eco-shed.



Brockwell Park, London



The Conservation Volunteers

We volunteered with The Conservation Volunteer Group (TCV) in Brockwell Park, London- carrying out cut & remove scything works for improvements to butterfly habitats.

Cardiff: Coed Caerdydd Project



We volunteered tree planting with the Coed Caerdydd Project in Cardiff. Coed Caerdydd is a 10-year programme to increase the number of trees in Cardiff. Every year, Cardiff trees remove around 10.5% of all pollutants emitted by Cardiff's traffic.

This includes 7,900 tonnes of carbon which is the same as the annual emissions from 14,000 cars. By working with communities across the region they plan to plant new trees and increase coverage across the city from 18.9% to 25%.

Liverpool: Groundworks, Grow Speke

Grow Speke features a polytunnel, raised flower beds, an orchard, and a wildflower meadow. The site also has its own apiary with beehives, which helps protect the local bee population and produces honey that is either sold to fund the project or donated to local families. Most of the fruit and vegetables grown on-site are donated to local residents and their families through community groups, while the remainder is taken home by the volunteers.

Our team volunteered with Groundworks on this project, spending the day engaged in conservation activities such as planting new flower beds and vegetables, as well as removing weeds.



Thames21, London



Volunteering in London with Environmental Group Thames21, building and installing reed beds in Tottenham, Lea Navigation on the Thames River.



Bedford City Council

We volunteered tree planting with Coed Caerdydd Project in Cardiff. Coed Caerdydd is a 10-year programme to increase the number of trees in Cardiff. Every year, Cardiff trees remove around 10.5% of all pollutants emitted by Cardiff's traffic. This includes 7,900 tonnes of carbon which is the same as the annual emissions from 14,000 cars.

By working with communities across the region they plan to plant new trees and increase coverage across the city from 18.9% to 25%.

Trussell Trust - Salford Foodbank



In 2023, we made two foodbank donations from our Manchester office staff.

We also volunteered twice at the Salford Foodbank on Media City in Salford, helping with the following activities:

- Accepting and sorting donations
- Creating food parcels
- Giving out and loading parcels in to vans to be dispersed amongst the local community
- Providing refreshments at the foodbank to those who are collecting parcels





About TSK

We are workplace strategy, design & build specialists.

Designing around human experience and delivering solutions that enhance people's sense of engagement and belonging, we empower employees to perform at their best.

[Click for more information](#)



tskgroup.co.uk