



**TIALIS**  
ESSENTIAL IT

# Tialis Environmental Policy

Unrestricted

Document Owner: Niall O'Regan

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# Change Control

| Version | Date       | Summary                                    | Updated By      | Reviewed By   |
|---------|------------|--|-----------------|---------------|
| 1.0     | 18/11/2025 | Extract policy to create a single document | Darilla Chellen | Niall O'Regan |
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# 1 Environmental Policy

Tialis is committed to conducting its business in a way that is both professional and ethical whilst always paying due attention to its environmental responsibilities. Our aim is to develop, maintain, monitor and implement policies and procedures which assess and minimise the environmental impact of our business, particularly in relation to:

- sustainable procurement of goods and services
- minimising consumption of natural resources
- efficient energy management
- following best practice in waste management
- control of discharges and emissions

## 1.1 Commitment

The Senior Management Team and staff members have a responsibility for minimising the impact of our operations on the environment and we will promote sustainable activities across our operations and the services we provide. We are committed to complying with all applicable compliance requirements to achieve high standards of sustainable development in all areas of our business. We will use our environmental management system to identify and implement measures that will drive continual improvement in all areas of our business including our environmental performance. We are committed to the prevention of pollution and continually seek to ensure that our activities are carried out with minimal impact to the environment. Furthermore, we will engage with our network of suppliers, customers, and staff members to promote sustainable activities in all spheres of activity which we can control or influence.

## 1.2 Scope

The scope of our activities, as covered by our environmental system is:

The management and provision of IT services, covering on-site and field-based maintenance, repair and support; contact centre services; hardware lifecycle management and professional services.

Environmental aims and objectives

Tialis recognise the part we must play in the protection of the environment in which we live and work. Wherever possible we promote the use of sustainable resources whilst going about our day-to-day activities. In our capacity as a business and employer, we aim to:

- ensure the effective management of resources thus reducing our impact on the natural environment
- encourage the participation of our staff members, suppliers and clients in our environmental efforts
- honour the commitments we have made to reduce our carbon footprint by 2.5% each year and keep our Scope 1 and Scope 2 carbon emissions at 30% less than they were in our baseline year of 2018.

# 2 Management Activities

For us to always achieve 'Environmental Best Practice', we must set in place specific strategies and processes. Although not exhaustive, the following list highlights some of the key issues that are considered in our operational activities. We will:

- seek to prevent pollution
- seek to minimise waste
- identify and manage environmental risks and hazards
- provide prompt response to environmental incidents or emergencies
- encourage pro-active responses to external organisation sponsored environmental initiatives
- seek to minimise the use of printed materials wherever practical throughout the organisation and ensure such materials are recycled when appropriate.

We will do this through:

- making the most efficient and effective use of all resources, encouraging all staff members to develop a sustainable approach to their work and to be mindful of their actions
- minimising carbon emissions from business travel by avoiding unnecessary travel and travelling by public transport unless there are reasons why this is not practicable or if there are circumstances where travel by public transport would impede efficiency or effectiveness
- when deciding upon what fleet vehicle to offer, Tialis are committed to continually improving our environmental performance and to reducing pollution. Tialis operates a 'green' fleet, which does its best to mitigate the effect that it has on the environment to minimise fuel consumption and emissions
- identifying and implementing cost-effective measures to reduce energy and resource consumption
- promoting environmental sustainability through our supply chain and procurement activities
- reducing the amount of waste generated and disposed to landfill

## 2.1 Policy scope

This policy applies to all staff members, agency workers and suppliers. The success of this Environmental Policy will involve the commitment and support of all stakeholders.

## 2.2 Availability

This policy is available to all interested parties on our website.

## 2.3 Responsibilities

The Senior Management Team, have overall responsibility for ensuring the correct application and implementation of this policy.

## 2.4 Review

This Environmental Policy will be reviewed each year, unless new legislation is introduced that needs to be reflected in the policy.

## 2.5 Authorisation

**Signed:**



Niall O'Regan

**Position:** Chief Operating Officer, Tialis Essential IT Manage Ltd

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