

## **Tétris EMEA Sustainability and Environmental Policy Statement**

This policy is created in support of the overarching JLL Global Sustainability and Environmental Policy and applies to all Tétris companies. To ensure the principles of Sustainability and Environmental management are clearly understood throughout Tétris EMEA, we are committed to:

- Protecting the environment, including the prevention of pollution, and to safeguarding the environment for habitats, stakeholders and property that may be affected by our activities, to mitigate our impact.
- Providing a framework for setting Sustainability and Environmental objectives and targets.
- Fulfilling our obligations to meet all relevant legislative requirements, compliance obligations, voluntary programs and collective agreements pertaining to the Environment, to which we subscribe.
- Eliminating hazards where possible and reducing risks to the Environment.
- Striving to continuously improve our Sustainability and Environment management policies and arrangements to protect individuals and the Environment from risks whilst engaged in work-related activities and to enhance environmental performance.
- Ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of Sustainability and Environmental management.
- Providing the necessary information, instruction, training and supervision to employees and others, including temporary employees, to ensure their competence with respect to Sustainability and the Environment, especially where relevant to their roles and responsibilities.
- Devoting the necessary resources in the form of finance, equipment, personnel, and time to ensure the health and safety of employees and to protect the environment in which we work. Additional expert help may be sought from external sources where the necessary skills are not available within our organisation.
- Considering any aspects and impacts which may help to eliminate pollution and waste and to be as efficient as possible in the use of materials and resources.
- Ensuring all employees and vendor partners are empowered to intervene should they see unsafe or environmentally unsound conditions.
- Promoting a positive change in our Sustainability and Environmental culture, where Tétris staff and vendor partners at all levels assume accountability for management for Tétris' actions as part of their day-to-day duties within the office premises and on client sites.
- Promoting sustainable operating principles to achieve Sustainability and Environmental excellence in the global communities in which we operate.
- Celebrating the achievements of those who embody our Sustainability and Environmental culture and philosophy.
- Sharing learnings and best practices to promote and support our Sustainability and Environmental culture and to emphasise safety as a priority for our employees, our customers, and our contractors.
- Undertaking management reviews of this Policy and the associated Health, Safety and Environmental Management System on a regular basis, acting as necessary to ensure its effectiveness and compliance with changes to our operations, structure, legislation, best practice, and procedures.

This policy will be regularly reviewed and updated as appropriate.

### **Our Offer**

Tétris offers environmentally sensitive and sustainable solutions to every aspect of a project proposal by:

- Using Tétris' sustainability expertise and skills as well as its knowledge of the industry's main certification processes.

### **Tétris EMEA Health, Safety and Environmental Management System Policy and Procedure**

- Tailoring Design & Build solutions to include client-specific environmental policies and requirements.
- Tailoring the design to utilise the existing space to optimise people's wellbeing.
- Ensuring that our supply chains comply with our Sustainable Procurement of Materials Policy.
- Doing our best to ensure that materials come from responsible and certified sources.
- Doing our best to use only relevant, low emission products.
- Capturing energy saving opportunities through the specification of low energy fixtures and fittings, enabling efficient use of resources.
- Using innovative solutions to reduce the carbon footprint in indoor environments.
- Deploying its best efforts to achieve the targeted Sustainable Development Goals recommended by the UN, particularly in terms of occupant wellbeing, the reduction of carbon emissions, equal opportunities and diversity.

## **Our Approach**

Societal expectations for sustainable development, transparency and accountability have evolved with increasingly stringent legislation, growing pressures on the environment from pollution, inefficient use of resources, improper waste management, climate change, degradation of ecosystems, and loss of biodiversity. This has led Tétris EMEA to adopt a systematic approach to Sustainability and Environmental management by implementing environmental management systems with the aim of contributing to the environmental pillar of sustainability.

Tétris EMEA will take all reasonable steps to implement, monitor and maintain a balance between the environment, society, and the economy, which is considered essential to meet the needs of the present without compromising the ability of future generations to meet their needs. As a goal, sustainable development is achieved by balancing these three pillars of sustainability.

Nicasio Gutierrez  
Tétris Chief Executive Officer

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