TRUE STAGING

SUSTAINABILITY IMPACT REPORT AND ENVIRONMENTAL POLICY

INTRODUCTION

True Staging is actively committed to operating in an increasingly sustainable way. We are therefore delighted to share with you our progress to date, alongside our next steps and longer-term goals for the future.

Sustainability is at the core of our business strategy and runs through every aspect of our business. We are proud that the team at True make decisions on a daily basis that influence the impact we have on the environment, as well our local and global communities.

We believe we have a collective responsibility to be better for future generations and we take that responsibility seriously. We therefore will be tracking and monitoring our progress and publishing our results on an annual basis.

A huge thank you to our Sustainability Committee for driving change within the business and to all our team for making sustainability a priority. We are really proud to be able to work in collaboration with our clients and supply partners; together we continue to implement new sustainable solutions as we navigate this journey together.

OUR VISION

EMISSIONS

The UK government has set a target for all industry to achieve Net Zero status by 2050. Simply put, this would mean that the amount of greenhouse gases produced by the UK would be equal or less than the emissions removed by the UK from the environment.

True Staging are committed to achieving this baseline requirement and improving upon it, where developments in new materials and recycling methods allow. In order to track progress, we plan to reduce CO2 emissions by:

50% of Scope 1 & 2 by 2030
80% of Scope 1 & 2 by 2040
Net Zero by 2050

30% of Scope 3 by 2035
60% of Scope 3 by 2040
Net Zero by 2050

We will use our data from July 2021 – June 2022 as our baseline measurement, to coincide with our financial year.

Additionally, we will be offsetting our CO2 output by 2030

CIRCULAR ECONOMY

A circular economy underpins the efforts to reduce CO2 emissions, whilst reducing waste and the subsequent pollution of our ecosystems. Through sustainable design, continuous assessment of materiality and engaged conversation with our clients, we will increase the reusability of both our constructed installations and the component materials used to build them.

All materials returning from jobs will be tracked and assessed for reusability. True will invest more time in stripping down materials and preparing them for a future project. Whilst there is currently often not a financial saving in reusing materials due

to the labour involved, we hope that in time it will become more economical, and the savings can be passed onto our clients.

Our construction and buying teams will continue to research and test new recycled and recyclable products as they come to market. Through more considered material selection and a widening of sustainable products available, we will reduce our WfE/EfW output.

SOCIAL IMPACT

There is huge value in businesses operating in a socially responsible manner. True Staging believes in treating people fairly; whether they are employees, clients, people within their supply chain or the wider community in which it operates. Positive changes do not always have a direct tangible impact on the business, but the rippling effects can certainly be felt. Doing the right thing feels good!

Our goals include:

- Highly engaged, satisfied employees
- Highly skilled, highly trained employees with equal opportunities to advance their careers
- Meaningful partnerships with local community groups
- Fairly treated staff, above living wage, at every stage of our supply chain

WHAT WE ARE ALREADY DOING

STRATEGY

- Sustainability Steering Committee formed, with representatives from across the business, who meet bimonthly
- We are ISO 9001:2025 and ISO 14001:2015 accredited

MATERIAL USE

- We have implemented new CNC software to allow for greater tactical decisions to utilise offcuts
- We find alternative solutions to avoid building with polystyrene
- All designs are considered to ensure the most sustainable solution has been considered to meet the client's brief
- Educating ourselves and others on material use, through research and development, conversations between internal teams as well as with our clients and suppliers.
- All materials returning from site assessed for whether they can be reused.
- All materials stripped and sorted for effective reuse or recycling.
- List of materials suitable for reuse or reallocation maintained and regularly circulated
- No plastic packaging used when sending our projects to site
- We use non virgin acrylic which is recycled and recyclable
- We offer water-based paints to our clients
- Only recycled paper used in our printers
- All timber is sourced from FSC certified suppliers.

WASTE MANAGEMENT

- Working with our waste management company to ensure at least 97% of waste is diverted from landfill
- Materials for recycling to be sent directly to our waste management company from site where possible to reduce number of journeys
- Offcut store in place to be utilised over new material
- Sheets are nested on the CNC and laser cutter to minimise waste
- Plastic milk bottles have been replaced with reusable glass bottles in our office and staff areas

- Crew T-Shirts are made from recycled cotton
- Offcuts and excess materials offered to local schools, theatres, community groups and colleges.
- Our office separates all food waste and recyclable items from general waste.

EMISSIONS

- All large projects have a CAD drawn truck load plan created to ensure optimal use of space and minimum vehicles used.
- 57% of electricity comes from renewable energy sources
- Energy monitoring system installed to identify areas of inefficient electricity use
- Public transport always prioritised before private vehicles are used
- Four electric company vehicles with charging points available for staff at our HQ
- Salary sacrifice scheme in place to support staff lease electric vehicles
- Reductions in just-in-time deliveries and couriers
- Couriers in electric vehicles are used whenever available
- We use electric forklifts in our workshops
- Our weekly team brunches have gone veggie once a month

PEOPLE

- Extensive benefits package for all employees, including free gym membership, employee assistance programme, private medical insurance and payroll giving.
- Employees are entitled to a paid ‘giving day’ each year, to volunteer with a local charity or community project
- £300 per employee invested in training and development in financial year 2024-2025
- Employees have monthly 1:1s with their managers and annual reviews with HR to discuss their development as well as their ideas or concerns.
- Two apprentices are enrolled on our apprenticeship programme, working alongside The Building Crafts College.
- All staff receive first aid and fire marshal training

COMMUNITY

- Christmas financial donations made to local charities
- Working with a local secondary school in need of support. We are providing materials, tradespeople and support with their careers programme
- Donating surplus materials to local communities groups, theatres and colleges
- We encourage and drive jobs for the local community and take great pride in the appearance of our site and crew

2026 PLANS

The climate emergency is happening now. There is no time to waste. We therefore have ambitious plans for 2026, galvanising the team to make immediate changes and lay the foundations for our future goals.

Here is where we are starting:

- Itemise all single use plastics within our business operations and manufacturing process and start assessing alternative options.
- Implement a new emissions tracking system to give granular data by project
- Create a preferred supplier list, with all signed up to our Supplier Code of Conduct and Anti-slavery policy.
- Reach out to local schools and community groups to offer our support.
- Reduce the use of spray adhesives
- Reduce the printing of drawing packs.
- Increase the use of car sharing, when public transport cannot be used.
- All project managers, procurement and design staff to receive sustainability training.

2030 TARGETS

As a business we feel it is vital that we make the changes needed to get us to our long-term goals of net zero, supporting an effective circular economy. With such ambitious targets it is important that we measure our success against manageable targets. We have therefore set ourselves the following goals to be achieved by 2030:

- At least 25% of all materials to come from reused/recycled material
- No single use plastic to be used in any operations or manufacturing processes
- Water-based paint to be used as standard
- To be net zero in our operations
- All clients to be offered CO2 data for their project
- Offer all clients the opportunity to offset their CO2
- Offer all clients the opportunity to pass their project materials onto a second life.
- Increase the intake of apprentices to 2 per year, every year. We will aim to offer all apprentices a permanent role, following the successful completion of their apprenticeship.
- Double the value of support offered to the local community
- Maintain current high levels of investment in training and development.
- A minimum of 80% positive engagement in employee surveys.

TRUE

EMISSIONS REPORT

True Staging have spent the last 24 months trying to find the right emissions tracking software to track both our operational emissions as well as those produced by each of our projects. We want to be able to confidently communicate with our clients the amount of CO2 being produced through the construction of their projects with us. We believe that by providing more accurate, detailed data we can help our clients make informed decisions about the materiality and design of their projects.

We are still working through the process of finding the best solution for True both operationally and to cater for our clients' needs. This involves us researching at external solutions as well in-house tracking, utilising the itemised data held by True on every project.

We are not currently in a position to share accurate CO2 data however, are working on it at pace.