



Environmental, Social, and Governance (ESG) Policy

TEAM Last Updated: November 2024

The TEAM Spirit Of Sustainability In Action

At TEAM Group, we are committed to conducting our business responsibly, with respect for the environment, society, and transparent governance. Our Environmental, Social, and Governance (ESG) policy reflects our dedication to sustainable growth and our commitment to positively impacting our clients, employees, and communities.

Our ESG Framework

TEAM's ESG approach is built upon ten foundational pillars, each supporting our commitment to responsible and sustainable business practices and fostering a workplace that is engaged, caring, and forward-thinking.

- 1. Environmental Stewardship:** We prioritize minimizing our environmental footprint by implementing efficient resource management, waste reduction, and sustainable innovations that comply with environmental standards and enhance operational sustainability.
- 2. Social Responsibility:** We are dedicated to fostering a positive and inclusive work environment that values diversity, equity, and fairness. TEAM places a high priority on health and safety, empowering employees to thrive and engage meaningfully in their roles. Through active involvement with local communities, volunteer initiatives, and partnerships, we work to make a tangible difference beyond our organization.
- 3. Sustainable Supply Chain:** TEAM collaborates with responsible suppliers and supports local and diverse vendors, ensuring that our supply chain aligns with our commitment to sustainability and ethical sourcing.
- 4. Ethical Governance:** Integrity and transparency are central to our governance approach. We uphold accountability through strong ethical standards, regulatory compliance, and transparent decision-making, building trust across all stakeholder relationships.
- 5. Continuous Improvement And Accountability:** TEAM is committed to regularly assessing, reporting, and refining our ESG practices. Our ESG Committee provides strategic oversight and ensures clear communication with stakeholders on our progress.
- 6. Employee Empowerment And Well-Being:** Recognizing that our people are our greatest asset, we are dedicated to supporting employee development, wellness, and engagement through comprehensive programs that foster growth, resilience, and fulfillment.
- 7. Community Engagement And Positive Impact:** We actively support the communities we serve through sustainability projects, local initiatives, and philanthropic efforts, strengthening connections and creating a lasting, positive impact.

8. **Innovation And Technology For Sustainability:** Embracing emerging technologies, TEAM Group seeks innovative solutions that drive sustainability across all operations, from energy efficiency to waste reduction, setting new standards for responsible facility management.
9. **Transparency And Open Communication:** We are committed to fostering open communication channels that encourage dialogue, collaboration, and feedback, ensuring transparency within TEAM and with our clients and stakeholders.
10. **Global Perspective, Local Impact:** TEAM Group takes a global approach to ESG, adapting international best practices to create meaningful, localized impact in each community we serve, ensuring relevance, respect, and support for local values and needs.

A Path Toward Meaningful Change

At TEAM, ESG is an evolving commitment. By integrating sustainable practices across all operations, we strive to leave a positive imprint on the communities we serve and the industries we support. TEAM's initiatives go beyond meeting regulations; they embody our proactive approach to adapting and leading in a responsible way.

Accountability And Transparency

We are committed to openly sharing our progress and learning from it. Through our Annual TEAM Green ESG Report and Climate Action Plan, TEAM tracks and communicates our goals and outcomes, encouraging honest reflection and continuous improvement.

For A Resilient Future

TEAM's commitment to ESG is not just about today—it's about building a resilient future for our employees, partners, and communities. We invite all stakeholders to join us in pursuing positive change that endures.

TEAM CORPORATE OPERATIONS

¹ [TEAM CANADA](#)

Toronto
25 Bodrington Court Markham, ON
L6G 1B6, Canada

² [TEAM USA](#)

Michigan
12640 Delta Street Taylor, MI
48180, United States