

TEAM *News*



MESSAGE FROM CEO

Dear TEAM Group Family,

I am thrilled to introduce the inaugural issue of our TEAM Group newsletter, a quarterly publication crafted especially for you. As CEO, I am profoundly grateful for each one of you. Your unwavering dedication, innovative ideas, and commitment are the backbone of our success.

It's your hard work that propels us to excel in our industry and make meaningful contributions to our community.

This newsletter is more than just a collection of updates—it's a reflection of our TEAM's spirit and a celebration of our collective achievements.

Each edition will bring you a behind-the-scenes look at different departments, the latest on our projects, and inspiring stories of TEAM members making an impact both inside and outside of our work environment.

In this dynamic business landscape, keeping connected and well-informed is crucial. Our newsletter aims to do just that, enhancing our sense of unity and belonging.

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It will serve as a vital tool in navigating the challenges and seizing the opportunities that lie ahead.

Looking forward, we are not just focusing on maintaining our momentum but accelerating it.

We are actively exploring organic growth opportunities across North America, seeking potential acquisitions that align with our strategic vision, and continuously assessing the health and sustainability of our operations.

These initiatives are designed to strengthen our market position and ensure the long-term prosperity of TEAM Group.

Thank you for being an integral part of this journey. Your hard work and dedication are what make our ambitious goals achievable.

Here's to a future filled with success, growth, and excellence.

Clint Griffin

Warm regards,
Clint Griffin (He/Him)
CEO

NAVIGATING OUR SAFETY JOURNEY

Hello Everyone and welcome to the Safety and FELT Section of the new TEAM Quarterly Newsletter.

In the coming editions we would like to post information in this section as it relates to Health and Safety, both in the Workplace and at Home.

We will also be recognizing both individuals and groups for their commitment to safety.

These will include Safety Initiatives, Safety Ideas and Suggestions as well as any awards for Safety and examples of FELT Leadership.

The next article will include the results of the Safety Perception Survey and how it compares to the one completed a few years ago.

This will hopefully show progress in heading to the Right of The Bradley Curve.

Over the years since it's implementation into the TEAM Culture, we have seen great improvement and participation in making Safety our most important Core Value.

We look forward to including many items of interest and we encourage any ideas or initiatives as well as Safety Stories to be submitted to the Safety Group.

Remember that Safety is a TEAM Effort!



GREEN HORIZONS: EMBRACING ESG WITH ECOVADIS

TEAM Group Leverages EcoVadis to drive it's Environmental, Sustainability, and Governance (ESG) initiatives.

EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labour, human rights standards, ethics, and procurement practices.

To drive global supply chain sustainability, large multinational corporations partner with EcoVadis, leveraging the influence of spend as a "force for good" to push trading partners beyond compliance.

To date, EcoVadis has rated over 75,000 trading partners worldwide, mitigating risk

for some of the world's largest organizations, while positively impacting the environments, fostering transparency and driving innovation. We are excited to join this group and start working toward a better future.





HOW HR DRIVES TEAM GROUP'S GLOBAL SUCCESS

The Human Resources department at TEAM Group plays a crucial role in supporting the company's extensive operations across the globe.

TEAM Group emphasizes the importance of a robust Human Resources structure to sustain its international presence and ensure employee satisfaction.

TEAM Group's HR department is instrumental in driving initiatives that focus on professional development, employee welfare, and maintaining high standards of workplace integrity and innovation.

Our commitment to employee growth is evident through various training and development programs.

These programs aim to enhance both technical and leadership skills, aligning with the company's values of professionalism and efficiency.

Our HR strategy at TEAM Group extends to ensuring quality and safety in the workplace, which is crucial given the company's involvement in the manufacturing and cleaning industries.

The HR policies are designed to support the company's dynamic and innovative culture, encouraging employees to contribute to the company's success actively.

TEAM Group's approach to HR management highlights our dedication to maintaining an efficient, professional, and supportive work environment. This is vital for their continuous growth and sustainability in the competitive tech industry.

STRENGTHENING OUR DIGITAL DEFENSES WITH SMART SECURITY

Be Street Smart! Did you know that we all play a critical role in securing TEAM Group's information? Today's news is regularly talking about data breaches, phishing, and ransomware attacks. These are real threats to our business. As a user of our phone and computer systems, always protect your password, never share it, never reuse it, and be aware of too-good-to-be-true situations. Using a 'street-smart' approach to your use of our phones and computers goes a long way to protect the company's data and information.



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