



Environmental & Social Responsibility

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## ESG Impact Report

A Review of 2022





## Welcome to our First Environmental & Social Responsibility Report

2023 marks the 30th Anniversary of RVT Group, and as a growing company we recognise our increasing environmental and social responsibilities.

We have therefore developed an ESG strategy that seeks to reduce the impact that our operations have on the environment, while building positive relationships with our staff, customers, suppliers, local community and the industries we serve.

This report celebrates the positive contribution RVT Group made towards protecting both people and the environment in 2022, and each year we will publish an updated report to remain accountable to our ESG strategy.



Of Protecting People and the Environment

## RVT Group Directors

*"We are passionate about protecting the long-term health of people and the environment, and it is our vision to achieve a world where the impact of site work on life, health and the environment is effectively zero."*



Phil Dupont



Tim Dupont



Julian Hayward



Tim Chattell

## Protecting our Environment

In January 2022, RVT launched 3 new environmental targets:

- To become Carbon Neutral by 2024
- To achieve Net Zero by 2029
- To help our customers reduce their environmental impact.

We also released an updated Environmental Sustainability Statement which can be found on our website.

Some of our 2022 environmental achievements are shown across the next couple of pages.



We launched our brand-new water treatment range called 'EnviroHub'. We offer a variety of tanks that are designed to remove silt and neutralise pH levels, so that our customers can discharge water from site in a compliant way.



To improve environmental awareness on construction sites, we ran an Environmental Webinar for our customers in January 2022. We also launched internal environmental training for our staff.



RVT have started offering customers alternative power sources on site. For example our monitors can be run on solar power, or powered by our new Hydrogen Fuel Cell Unit. We also offer HVO as an alternative to diesel.



We planted 600 trees and offset 12 tonnes of CO2 (via Ecologi.com) for customers who opted for 'green gifts' instead of an End of Year Hamper.

## More Environmental Updates...



Reducing waste as much as possible is one of our key targets. In 2022, we reduced paper consumption by 40% and 99% of our waste was recycled.



We are committed to reducing our transport emissions, and 31% of RVT's vehicles are now hybrid or fully electric.



RVT are committed to reducing energy consumption and where we can, we will opt for green energy. As such, in 2022, we switched our head office electricity supply to a renewable energy tariff.



RVT always repair and recycle equipment, which improves resource cycles and reduces waste, and therefore reduces our impact on the environment. In 2022, we refurbished over 475 pieces of equipment.

**ecovadis**  
Business Sustainability Ratings

**SCORE: 56**

To help us benchmark our sustainability performance and plan future improvements, we have signed up to EcoVadis. In Q1, 2023, they gave us a sustainability score of 56.

**103.6**  
TONNES COE /  
£MILLION TURNOVER

This includes scope 1, 2 and 3.

In 2022, our CO2e were calculated to be 103.6 tonnes per £million turnover. This has reduced by 7.1t/ £million against 2021. But, if we exclude scope 3, our scope 1 & 2 emissions were 5.78 t/ £million in 2022.



## Providing a Great Place to Work for Our People

It is important to enjoy your work and feel comfortable in your role; if you feel stressed, anxious, under-pressure or under-valued, it can take its toll on both the individual and the business as a whole.

We are therefore passionate about providing a work environment which offers diversity, equality, inclusion, skills development, enriched careers, and supports great physical, mental and financial well-being. Here are some of the things RVT have achieved this year.

**88%**  
**GPTW SCORE**

Each year we circulate an employee engagement survey. The questions are designed to help management understand & enhance employee experiences.

The benchmark for a great place to work is 65%, and we are pleased to have achieved 88% in 2022.



In June 2022, we held a 'Solutions Expo Day', where staff were able to learn more about our products, listen to some music and enjoy a tasty BBQ! We also enjoyed an ice cream and got to ride on a London Bus!



In August 2022, we held our 'Summer Great Place to Work Event'.

This included presentations, team building activities, a tasty breakfast and Paella for lunch!





In addition to our 'Great Place to Work' events, we hold monthly whole-company meetings on Microsoft Teams to share department 'wins', praise staff and share inspirational quotes.

Many teams also enjoy team building days, for example the Marketing visited the 'B2B Marketing Expo' and the sales & CST teams enjoyed a race day treat!



## 370 iHASCO COURSES COMPLETED

RVT are passionate about developing people's skills; as such, we subscribed to iHasco which is an online training provider and in 2022 we completed 370 courses! In addition to online learning, we also offer leadership training & role-specific training which is a little more hands on.

Other training in 2022 included; Mental First Aider & Fire Marshall training, COMPEX, IOSH, NEBOSH, CIWEM, IPAF, PASMA, BOHS, Lean Six Sigma and National Hygiene Certificates.



RVT offer a fair pay and reward structure, but we also offer additional 'thank you' gifts, such as meal kits and Amazon vouchers.

In 2022, we also introduced additional holiday entitlement for any staff who have been with RVT longer than 2 years.

Further more, we hold the 'Annual Value Awards' where staff are nominated and awarded prizes for demonstrating the RVT company values.



## Charity & Well-being Events

RVT have a team of 'People Champions'. This team is made up of volunteers from across several departments, and they are responsible for organising charity events, maintaining good internal communications, and providing support to their peers. This page contains further information about the well-being days and charity events that they organised.



Throughout the year, our People Champions Team arranged a number of well-being treats, for example; they provided hot chocolate on 'Blue Monday', Pancakes on 1st March and 'positivity chocolate' during Mental Health Awareness Week.



On the 6th April, RVT staff took part in "The RVT Easter Egg Decorating Eggstravaganza". Through an egg decorating contest we managed to raise £455, which enabled us to buy Easter Eggs for Children attending the local Home-Start.



Over the course of June, we took part in the Land's End to John o' Groats Virtual challenge. This meant that RVT staff collectively walked, ran and cycled over 1084 miles. Upon successful completion, the board donated £3810 to Asthma & Lung UK



On the 1st November, RVT staff took part in 'The Great RVT Bake Off', raising money for The Royal National Institute for Deaf People (RNID). We managed to raise £437 in cake sales and the directors doubled this to £874!



In December, RVT supported our local branch of Home-Start, providing 20 festive hampers for distribution to local families in need.

# Total Charitable Donations in 2022 = £370,055.00



In 2023, in addition to financial charity donations,  
RVT will be offering a total of 20 paid volunteer days to staff who would like to support charitable causes.



## Supporting our Customers

RVT Group strive to deliver excellence by providing superior equipment, exceptional expertise and outstanding service; and we monitor our performance using some of the Key Performance Indicators (KPIs) shown on this page.

But it's not just about the numbers, customers continue to put their trust in us because we genuinely care about the health of people and our environment.

9.1/10  
Delivery  
& Install

8.99/10  
Technical  
Support

9.04/10  
Service from  
Accounts

9.17/10  
Overall  
Service

9/10  
Living our  
Values

9.01/10  
Info provided by  
Consultants

8.9/10  
Innovation  
Score

9.07/10  
Effectiveness  
of Solutions

78%  
NPS SCORE

We measure how well we are meeting our customer's expectations through our 'Net Promoter Score' (NPS). We were pleased to achieve a score of 78% in 2022, which on the NPS benchmarking scale, establishes RVT as an "excellent" company to work with. Previous years results include; 2018 = 67%, 2019 = 70%, 2020 = 83%, 2021 = 78%.

96%  
OTIF SCORE

We also achieved the following in 2022:

- An OTIF delivery score of 96%.
- 99% of enquiries responded to within 30 mins.
- 94% of customer service emails responded to within 30 mins.



Every year we run a customer survey, which helps us improve our customer service and develop new products to meet customer requirements.

This year we also asked customers to rate us out of 10 in several areas, and some of the results are shown above!

## Supporting Customer Events

In addition to providing fully compliant hazard control solutions that protect both people and the environment, we are keen to promote best practice across the industry. We work closely with our customers to present webinars, create videos, host CPD presentations, product demonstrations and much more. Some of the activities we have achieved are shown across the following pages.



Supporting 'Zero Harm Week' at Hinkley Point.



Supporting Costain's 'Boots on the Ground' event.



Supporting the HSS Road Show



Supporting the Effiage Kier Ferroviaal Bam Expo



Supporting HSS and Amey



Travis Perkins plc



Exhibiting at the Travis Perkins Supplier Day





**BOUYGUES**

**Respiratory Risks:**  
Protecting our Workforce  
22<sup>nd</sup> June at 9am

**OnSite**  
support

**RVTGROUP**  
Protecting people and our environment

**BOUYGUES**



### Bouygues Respiratory Webinar & Collaborative Video

Throughout May/ June 2022, RVT worked with Bouygues UK to create a best practice dust control video and launch a respiratory risks webinar. The webinar featured speakers from RVT Group, Onsite Support and Bouygues UK.

The webinar went live at 9am on 22<sup>nd</sup> June and attracted over 100 registrants.



**ROBERTSON**



### Robertson Dust Awareness Day

RVT Group were invited to a Robertson's site to demonstrate best practice dust control. We demonstrated a range of M-Class and H-Class vacuums, our DustMaster Pro and WandaFilta Plus, as well as our Soundex Cutting Enclosure.

All of these products have been designed to protect site workers from health hazards on site, and ensure they remain compliant with HSE guidance.

## RVT Product Solutions Expo

During the last week of June, customers were invited to RVT's HQ in Dartford to view our latest innovations and enjoy and some lunch. Customers were also given a tour of our facilities and taken through our Thorough Examination and Test (TEXT) process.

We welcomed customers from Kier, Laing O'Rourke, Careys, VolkerFitzpatrick, Bam, Buckingham Group, Morgan Sindall and Overbury.



  
GallifordTry plc



Supporting best practice at Galliford Try through a series of Health and Safety presentations and equipment demonstrations.



We often demonstrate gratitude to our customers by gifting cupcakes, hampers, charity donations or environmental gifts.



## Supporting The Construction Sector

RVT Group are committed to increasing awareness and educating people about the devastating effects that poor hazard control can have on long-term health. By sharing best practice information and inspiring others, we hope that more will join us in the fight to protect long term-health on site, because every worker deserves a happy and healthy future.



## ACTION ON SITE HEALTH

In 2019, RVT Group launched the first 'Action on' event in London. This event encourages senior construction professionals to share challenges and take away best practice solutions. This has now turned into a regular calendar event in London, and in 2022 we introduced our first 'Action on Site Health - North' in Chester. In 2023, we will be launching a Scottish event.

## Health in Construction Leadership Group

RVT Group joined the Health in Construction Leadership Group (HCLG) back in 2019.

Since joining the group, we have provided support to all of the working groups, have assisted with marketing communications, plus we have hosted several webinars and live events.









## Webinars & Presentations



In 2022 we launched two brand new CPD webinars; 'Health Hazard Control in Facilities Management' and 'An Introduction to Water Treatment on Site'. Over the course of 2022 we ran 3 CPD certified webinar sessions, and plan on expanding this in 2023.



## Compliance & Certifications

RVT hold a variety of certifications and accreditations. This page details the renewals that we undertook and passed in 2022. In relation to RIDDOR, RVT had 0 reportable incidences and 0 near misses.

Logo	Certification	Pass Date
	ISO 9001	✓ 22.09.2022
	ISO 14001	✓ 22.09.2022
	ISO 45001	✓ 22.09.2022
	Building Confidence Audit Cert & AVDB	✓ 23.03.2022
	Builders Profile	✓ 18.10.2022
	CHAS	✓ 23.08.2022

Logo	Certification	Pass Date
	FORS Bronze	✓ 30.03.2022
	FORS Silver	✓ 21.12.2022
	RISQS Audit Certificate	✓ 29.07.2022
	RISQS Sentinel	✓ 29.07.2022
	Safe Contractor	✓ 21.06.2022
	SSIP	✓ 18.10.2022
	CIRAS	✓ 31.03.2022
	Gold Construction Online	✓ 11.03.2022



## There's still more to be done!

Although we have achieved a tremendous amount over the past few years, we know there is still more to be done. Here are our goals to 2029:

### Social Responsibility Goals:

- ✓ Ensure that 85% of staff have a minimum of 25 hours training per year from 2023 onwards.
- ✓ Launch a staff training academy by 2023 and a customer training academy by 2025.
- ✓ Create an updated 'new starter' induction & training pack by 2024.
- ✓ Achieve an independently verified ESG accreditation by 2025.
- ✓ Develop an internship/ apprenticeship offering by 2028.
- ✓ Using HR data, continue to improve diversity and equality within the workplace to 2029.
- ✓ Maintain a staff engagement score above 90% YOY to 2029.
- ✓ Maintain customer engagement by achieving an NPS score above 78% YOY to 2029.
- ✓ Continue donating 2% of turnover to charity YOY to 2029.

### Environmental Sustainability Goals:

- ✓ Reduce paper & single-use plastics as much as practically possible, by 2023.
- ✓ 100% of waste will be recycled or used as refuse derived fuel by 2023.
- ✓ Adopt a carbon offsetting scheme endorsed by ICROA, and achieve Carbon Neutrality with PAS 2060 Certification by 2024.
- ✓ Reduce scope 1 and 2 carbon emissions to under 5T per £M Turnover by 2026.
- ✓ 100% of RVT's fleet vehicles will be hybrid/ electric by 2029.
- ✓ Continue screening our suppliers to ensure that 80% of goods are from suppliers who have robust quality systems and carbon reduction plans in place by 2029.
- ✓ RVT aim to reduce emissions as much as practically possible to achieve Net Zero by 2029.





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