



# ESG Strategy





# The Building Blocks to a Sustainable Future

RVT Group 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.

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

RVT's ESG strategy has been built with the 17 UN Sustainable Development Goals in mind. Our commitments and goals are outlined within this document.



# RVT Group's Commitments

## A World Without Poverty or Hunger

RVT understand the importance of financial wellbeing, and are committed to paying our staff a real living wage. In fact, all permanent staff currently receive a salary that is at least 25% above the national minimum wage. This is because we strongly believe that people in the UK should not be choosing between eating and heating.

RVT are also committed to running fundraising events that enable us to donate food & essentials to local community food banks & crisis care providers. Eg. The Trussell Trust and HomeStart.

Our duty of care extends beyond the UK and we will support other countries who are in crisis. For example, we are currently donating to the Rapid Relief Team Charity (RRT), who deliver emergency food and personal care supplies to those displaced from Ukraine.



## Supporting Health and Well-being

Health and well-being is at the centre of what we do! RVT Group are dedicated to reducing ill-health from construction & maintenance activities, and have built a portfolio of products designed to protect people from dust, fume, gases, vapours, noise and other hazards on site. We are committed to innovating new products, so that we can continue to tackle all site health hazards.

But it's not just other people's workforce we protect, we also support physical and mental health here at RVT Group. All staff are offered a variety of optional health benefits; a healthcare plan, annual health assessment, Couch-to-5K challenge and other well-being initiatives throughout the year. We also have fully qualified First Aiders and Mental First Aiders available to support the health, safety and well-being of all RVT staff.

RVT support a number of health related charities, including; Cancer Research UK, Asthma and Lung UK, and the Royal National Institute for Deaf People.



# RVT Group's Commitments

## Offering Equal Opportunities, Developing Skills, and Providing a Great Place to Work

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.

At RVT, our Managers work with team members to create a tailored Annual Growth Plan (AGP) that incorporates role-specific training and allows staff to develop their skills and enrich their career. Leadership also offers one-to-one meetings and quarterly reviews to ensure that staff are fully supported.

We are committed to environmental awareness and have offered all staff a training course via ihasco. The ihasco platform also gives staff access to a number of online health, safety, well-being, business and legislation focused courses.

'Great Place to Work' events and monthly staff meetings are organised to ensure that news, achievements and objectives are communicated across the business. We also use this as a platform to share environmental awareness, product training and policy updates.

We are a committed equal opportunities employer and will abide by all fair employment practices. RVT's hiring and promotion procedures are built on fairness, equality, diversity & inclusion.

Staff receive regular praise and reward in recognition of their hard work, and a generous bonus scheme is available to all permanent employees.

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.

RVT also supports local education by offering work experience placements and professional leadership to 'OneSchool Global'.

**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



**8** DECENT WORK AND  
ECONOMIC GROWTH



**10** REDUCED  
INEQUALITIES





# RVT Group's Commitments

## Water, Energy, Consumption and Climate Action

RVT's key environmental goals are:

- To become Carbon Neutral by 2024
- To achieve Net Zero by 2029
- To assist customers in reducing their environmental impact.

RVT are committed to reducing water and energy consumption across all of our offices. We have switched to a renewable energy electricity tariff and continue to make consumption improvements across the business.

RVT are committed to the waste hierarchy, throughout both office and warehouse operations, and will ensure that we always reduce, reuse, recycle and recover, before disposing of waste responsibly. For example, we constantly check the performance of our products by conducting maintenance checks and tests and, when faults are found, the maintenance team will always try to repair the unit to extend its life. When a piece of machinery eventually becomes irreparable, our maintenance team will salvage and recondition any spare parts before the unit is finally recycled or disposed of.

We are dedicated to keeping our environment clean and unpolluted, and we'll always follow best practices when disposing of waste and chemical substances. Furthermore, we worked closely with a third party to develop a brand-new water treatment system called 'EnviroHub'. The system is designed to help our construction customers avoid discharging contaminated water into the environment. For example, concrete wash water can be filtered and neutralised using the EnviroHub system.

We acknowledge that transporting goods and materials around the world is a major contributor to global emissions, which is why we are working closely with our logistics partners to work with to reduce our carbon footprint. We are also developing a new 'Green Supplier Agreement'.

Our goal is to reduce our carbon emissions as much as practically possible, and then work with a fully accredited carbon offsetting partner to ensure we have zero impact on the environment.



# RVT Group's Commitments

## Innovation, Industry Support & Partnerships

RVT Group are committed to working closely with customers and suppliers in order to achieve a healthier and greener future. We thrive on innovation and continuous improvement, therefore we welcome new challenges and suggestions.

We conduct market research, technology reviews, innovation surveys, customer services calls, as well as regular face-to-face interactions, to ensure that we are closely aligned with changing market requirements. We use our Net promoter Score (NPS) to indicate how well we are meeting customer requirements.

RVT are committed to developing a range of sustainable and energy efficient products that are designed to protect the environment. Eg. EnviroHub water treatment systems, solar powered environmental monitors, hydrogen powered equipment, HVO fuel & more.

We will continuously develop our offering so that we can continue to tackle health and environmental hazards head on.

To further support health and safety within our industry, RVT offer free whitepapers, tool box talks and fully approved CPD presentations.

We work closely with third parties such as the Health and Safety Executive (HSE), Health in Construction Leadership Group (HCLG), British Occupational Hygiene Society (BOHS), Construction Dust Partnership (CDP), Mates in Mind and a variety of other organisations to ensure that we are supporting the industry in as many ways as possible.

We also have partnerships with large hire companies, including HSS and Speedy Services, to ensure that we can serve all companies within our industry, albeit large or small.

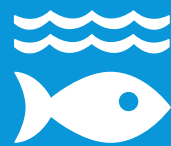
**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**11** SUSTAINABLE CITIES  
AND COMMUNITIES



**14** LIFE BELOW  
WATER



**15** LIFE  
ON LAND



**17** PARTNERSHIPS  
FOR THE GOALS





# RVT Group's Commitments

## Charities We Support

RVT are committed to donating 2% of our turnover to charity, including charities that protect the health of people and/ or the environment. Plus, from 2023 onwards, RVT staff will be offered a set number of paid volunteer days to support charitable causes. Here are some of the charities we support on a regular basis:



Our ESG Policy is Underpinned by the RVT Group Values:



Can do  
Attitude



Deliver  
Excellence



Honest &  
Accountable



Positive &  
Enthusiastic



Respect &  
Care for all

# Governance



RVT Group always respect the law and ensure that our business operations are legitimate. We always conduct business with integrity and hold a variety of certificates that confirm RVT Group is a robust, reliable, compliant and sustainable supplier.



Certificate Number 9454

Our ISO 9001 accreditation demonstrates that we have a robust, reliable and fully certified Quality Management System in place.



Certificate Number 9454

Our ISO 14001 accreditation demonstrates that we continuously strive to reduce our environmental impact and follow sustainable business practices.



Certificate Number 9454

Our ISO 45001 accreditation confirms that Health and Safety is at the centre of everything we do, and we are committed to following health and safety best practice.



Our CHAS certificate demonstrates compliance with the Contractor Health and Safety Assessment Scheme.



Our Safe Contractor Certificate demonstrates our outstanding health and safety competency and confirms that we are a fully accredited member of the SafeContractor scheme.



RVT are certified as a safe and cost-effective provider to the railway industry as verified by our RISQS certification.



Our Gold Membership with Construction Online demonstrates that we have met pre-qualification requirements appropriate to public and private sector procurement.



RVT successfully achieved the Achilles BuildingConfidence standard, having completed an online pre-qualification questionnaire and been subject to an onsite audit.



As part of our ongoing commitment to protecting the environment, we have gained SILVER FORS certification, proving that we run a safe and reliable green fleet.



# Governance



Certified for the design, supply & installation of temporary air quality, noise control systems, heating, air conditioning, monitoring and related Products.



Our CIRAS certificate demonstrates that RVT treat health, safety and wellbeing as top priorities in the workplace.



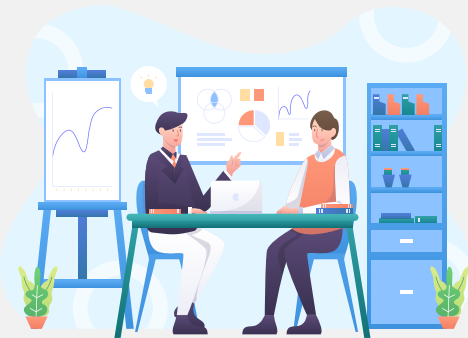
RVT hold a waste carriers license and are qualified to safely handle any waste that may be produced as a result of our work.



RVT respect human rights. Our anti-bribery, anti-corruption and anti-slavery policies can be found on our website.



RVT have £10m Employers Liability and £5m Public Liability in place. Confirmation of our insurance can be found on our website.



## Remaining Accountable to our ESG Plan

RVT have worked with third party consultants to assess our baseline reporting figures and create an ESG plan. Going forward, we will engage consultants to help us report our annual carbon metrics and decarbonisation activity. Progress will be published in an Annual Report.

# Our Growing Responsibilities

Although we have come along way over the past 30 years, we recognise our growing social and environmental responsibilities, and as such, have developed a number of goals to ensure RVT Group remain a socially responsible and environmentally sustainable company.

## 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.







Of Protecting People and the Environment



ESG Policy, Published by RVT Group in July 2023©

