

RVT Group Ltd – Environmental & Sustainability Policy

RVT Group recognises the importance of environmental protection and sustainability and is committed to operating its business in a responsible, environmentally sound, and sustainable manner. We acknowledge the 2015 Paris Agreement and will align our business to UK Net Zero 2050 policy as closely as possible

We recognise that our supply chain and all our own business activities have both direct and indirect environmental impacts. We aim to go 'above and beyond' both legal compliance and voluntary best practice; to provide all our stakeholders with the assurance that our 'mission' extends not just to the **protection of site workers** but to playing our part in **protecting the longevity and sustainability** of the whole global environment and planet in which we live.

RVT Group has measured its Carbon Footprint and uses 2019 as its base year. We are on a journey to reduce our carbon emissions as far as is possible and have set out an ambitious plan to become **Carbon Neutral by 2024 and Carbon Net Zero by 2029**. That means that by 31st December 2024 we will have off-set all carbon emissions, and by 31st December 2029 we have reduced our emissions as far as practicably possible, with any residual then being offset. When considering Off-setting schemes we will first look to utilise those available near our operational centres in the UK to ensure the greatest benefit is achieved by our most important stakeholders, our employees, and customers. Only schemes that are fully accredited and that have adopted transparent and rigorous auditing measures will be used. Where possible we will invest in proven Nature Based Solutions, renewable energy and other credible schemes that deliver actual emissions reductions.

Reporting – we will measure our Carbon Footprint annually and the results will be published during Q1 in the preceding year. Results will be available on our website. **Key Performance Indicators** - the following will be our main KPI's for the foreseeable future, reported on as stated above. We will also report our carbon metrics and decarbonisation activity with our annual report.

- CO2e per FTE employee
- CO2e per £1M turnover
- Baseline emissions
- Current year emissions

ISO14001 – this accreditation was achieved in 2015 and we are committed to maintaining this year on year. Environmental 'targets and objectives' are set in the Management Review Meeting and progress against will be monitored every quarter in the HSEQ Committee meetings

Staff Training & Awareness – we recognise the importance of ensuring that our employees are fully engaged with our strategic environment objectives, and we will deliver learning at all levels. Environmental issues will be discussed at staff meetings throughout the year. We will carry out 'corporate events' that actively promote participation in 'environmental' based initiatives. We will also encourage our staff to measure and reduce their own carbon emissions, including reducing commuting where possible.

Continual Improvement – we understand the importance of continually improving our carbon footprint and our Environmental & Sustainability committee will work with the Continuous Improvement Manager to review progress, set interim targets, and initiate new ideas that will move us closer to achieving our environmental objectives.

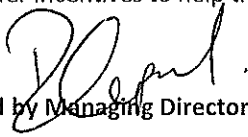
Supply Chain and responsible procurement – in accordance with our ISO9001 we will continue to audit our key suppliers to ensure they comply with our Environment Standards. We will actively promote excellent environmental and sustainability standards in relation to material usage and business practice throughout our supply chain as far as is possible.

Green Logistics – we acknowledge that transporting goods and materials around the world is a major contributor to global emissions. We will do all we can to ensure our partners are managing their carbon footprint responsibly and have transparent emission reduction objectives.

Water & Energy – as part of our net zero aspirations we are committed to reducing our water and energy usage across all areas of the business.

Minimise Waste & Recycling – this will be limited as far as possible. We will recycle 100% of recyclable waste. Only waste that is not recyclable will be put to landfill. We will also continue to remove plastics from our business, services and products, and endeavour to increase the proportion of our waste that enters to circular economy.

Proactive Promotion of Green Policies to our customers – our commitment extends to our customers, and we will offer incentives to help them achieve their own targets and objectives.



Signed by Managing Director, on behalf of the board.

Phil Dupont

Date: 01.01.24