



ESG Impact Report

A Review of 2024



Welcome to RVT Group's 2024 Environmental & Social Responsibility Report

At RVT Group, not only do we work tirelessly to protect the health of those on site, but we also recognise our environmental and social responsibilities as a growing company. Throughout 2024, we have continued to improve our processes, reducing the impact of our operations on the environment.

We know there is still more to be done, but in this report, we take a look back at the steps we have taken over the year to deepen our positive relationships with our staff, customers, suppliers, local community, and the industries we serve. We have committed to publishing an updated ESG strategy report annually, and we look forward to sharing our progress with you.



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

RVT Group are on a journey to Net Zero, and we are continuously adjusting our operations to help us get there.



Our offices remain on renewable energy electricity tariffs, to help reduce carbon emissions.



Our maintenance team refurbished 969 pieces of equipment in 2024, improving our resource cycle.



We actively choose to work with suppliers and transport providers who have carbon reduction plans in place.



33% of RVT's vehicles now hybrid or fully electric.

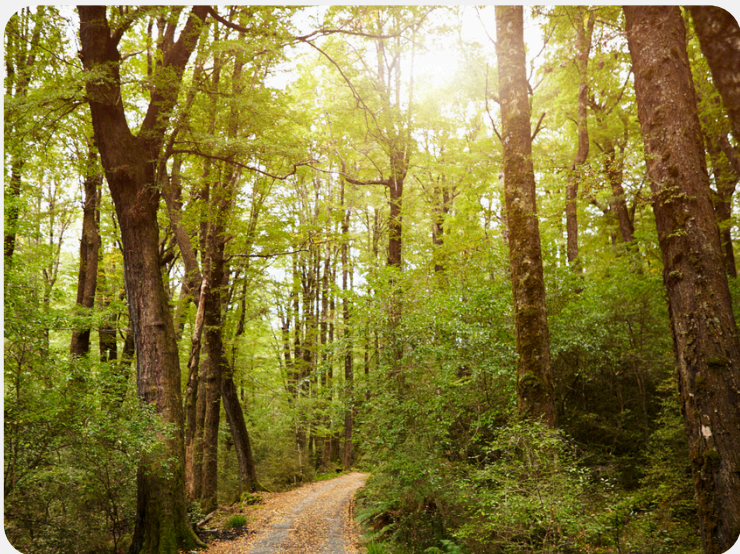


100% of waste from our head office is recycled, and we aim to recycle 100% from all other depots by 2026.



We always follow best practice when disposing of any waste or chemical substances.

RVT Group Are Officially Carbon Neutral



250t
CO2e

Offset with The
Woodland Fund™

In 2024, RVT's scope 1 and 2 carbon emissions were calculated at 250t CO2e, and we have partnered with Carbon Neutral Britain to offset these emissions via The Woodland Fund™.

However, we recognise that we cannot buy our way into a greener future, and will continue working to reduce all of our scope 1, 2 and 3 emissions, with the ambition of becoming Net Zero. This involves working with our supply chain to reduce emissions that we are indirectly responsible for up and down our value chain.

NB. Calculations are correct to the best of our knowledge and have been published in good faith. Due to our size, RVT Group are not legally obliged to disclose our Streamlined Energy & Carbon Reporting (SECR), but we share as much information as we have available to demonstrate transparency.

Protecting our Environment

Green Solutions For Customers



Water Treatment

We continued to develop our EnviroHub water treatment range designed to remove silt and neutralise pH levels. Since EnviroHub’s launch in 2022, our customers have treated and discharged approximately 2,004,974,000litres litres of water in a compliant and environmentally sustainable way!



Alternative Power

Our commitment to supplying alternative power options for our customers also continued during 2024. We were proud to supply solar/ hydrogen powered monitoring kits across 10 contracts.



Green Fuel

HVO is a sustainable and fossil-free, paraffinic fuel made from 100% renewable raw materials. It is cleaner than diesel, is FAME free, and complies with EN15940 & ASTM D97 5. We are proud to offer this to our customers and, consequently, of our contribution to reduced carbon emissions on their sites.



New Product Development

Our committment to Research and Development has enabled us to launch 15 new and 2 upgraded products to our customers in 2024. Doing so keeps us at the forefront of cutting edge, sustainable and energy-efficient solutions.

Environmental Fundraising

Within our active fundraising schedule, we support charities that work tirelessly to protect our environment. As such, we are proud to regularly donate to Rewilding Britain and The Rivers Trust. You can read more about this on p. 4.



Charity at RVT

We support a wide range of charities, with particular focus on those that align with our mission of protecting long term health of people and the environment.

In 2024, we donated a grand total of **£558,959** to charity! Learn more about our fundraising events over the next few pages.

REWILDING
BRITAIN



RVT Goes Wild! 2024 Winning Photo

March/ April

We saw the return of a firm favourite in "RVT Goes Wild", where staff competed to take the best wildlife photo whilst raising money for Rewilding Britain. Together, the team raised an impressive £481, with the RVT board generously topping this up by £519!

£1,000 raised!

ASTHMA+
LUNG UK



July

This month the team were set a challenge; how many 5K distances can you achieve in one month? To enter the challenge, staff donated to Asthma + Lung UK and for every person who completed a 5K distance the RVT board of directors generously donated £50.

£1450 raised!

CANCER
RESEARCH
UK



November

Another favourite was back in November; "The Great RVT Bake Off" for Cancer Research UK.

Our offices across the country created delicious cakes and bakes, with a winning cake being chosen from each office. A variety of cakes, pastries and other baked goods were entered into the competition and included sausage rolls, chocolate brownies, peanut butter balls and even a traditional South African milk tart!

£298 raised!

The
Rivers
Trust



December

Each year we receive gifts from our suppliers, and so we use this as an opportunity to raise money for charity. All items are put into a staff raffle, and ticket sales go to The River's Trust.

All were winners here, with everyone who had entered taking home something tasty to enjoy over the break, ranging from bottles of wine to chocolates, to biscuits, to hampers!

£300 raised!

Charity at RVT (Continued)

December



Although not a monetary donation, RVT gives 20 hampers to a local charity of our choice every December.

This year, we decided to donate to the Sapphire Ward, an inpatient rehabilitation ward based in Gravesham Community Hospital. The Sapphire Ward consists of 21 beds (15 specifically assigned for specialist stroke rehabilitation care), a large number of fantastic medical staff, and a much-loved therapy dog named Henry. RVT's board granted a generous budget, allowing the RVT team to create luxury hampers for the patients, including a blankets, chocolates, toiletries, arts and crafts, and some festive goodies.



Direct Donations

£960 was donated toward Water Aid's mission to bring clean water and toilets to communities across the world.



£960 was donated to Guy's and St Thomas' committment for change for residents in Lambeth and Southwark.



Construction Community Connect

In March 2024, RVT began supporting Rapid Relief Team (RRT) and the Lighthouse Construction Industry Charity as they collaborate to raise awareness on mental health support in the construction industry. Both campaigns visit sites across the country, offering vital mental health resources and a needed listening ear, as well as hot food and refreshments. RVT is the proud sole sponsor of the RRT campaign (Construction Community Connect), as well as the sponsor of a bespoke RRT van which is fitted with a coffee machine and catering equipment.



Chosen Customer Charities

We also donated to charities chosen by our customers in 2024, including:



On behalf of an HSS team member.



On behalf of a FK Lowry team member



On behalf of an McGee team member.



On behalf of an GAP Group team member.



On behalf of multiple team members, including those from Kier, Altrad and Balfour Beatty

Total Charitable Donations in 2024: £558,959



Staff Volunteer Days

In 2024, we continued our “staff volunteer days” which allow members of the team to request paid-time-off to take part in a charitable activity or fundraiser.

There are a total of 20 days that can be applied for across the business. A number of staff took the opportunity to support charities that they are passionate about.



5 days were given in 2024 to support Rapid Relief Team, a charity who deliver hope and relief to people across the globe. Whether it be fire, flood or humanitarian need, RRT expands their support services to meet the need at hand.

Providing a Great Place to Work for Our People

At RVT, we understand that feeling comfortable at work and enjoying your role is vital. If a team member is feeling stressed, anxious, under-pressure or under-valued, it can take its toll on both the success of the individual and the company as a whole.

We therefore strive to offer a work environment which offers diversity, equality, inclusion, skills development and enriched careers, whilst also supporting great physical, mental and financial well-being. Here are some of the things RVT have achieved this year.



In January, the whole team joined together for our first 2024 Great Place to Work (GPTW) event at Horwood House Hotel in Milton Keynes. The day was full of catching up with those in other offices, invaluable discussion about how we would achieve our 2024 company goals and delicious food.



In July, the busy team hopped onto an online GPTW session where a Directors Board update was shared, alongside the wins of 2024 so far, an ESG update, a Living the Brand session and more. With the ever-expanding team now based across the country, this was a great way to touch base and celebrate our success.



Alongside our GPTW sessions, we hold monthly online meetings for all staff, celebrating department "wins", shouting out "stars of the month" and sharing inspirational quotes and videos with teachings that we can apply to our own work. This really helps to keep the team connected.



Throughout the year, different departments have their hard work recognised and rewarded with team lunches & fun activities. These events are a great way to get to know each other better and unwind together, with past days including activities such as Go Karting, Crazy Golf, and Pottery Painting!



91%
GPTW SCORE



Every year, an employee engagement survey is taken by the whole team, with the questions designed to help management understand and enhance employee experiences.

The benchmark for a great place to work is 65%, and we are delighted to have achieved 91% in 2024.

Providing a Great Place to Work for Our People (Continued)

Staff Training & Career Development

Here at RVT, we are passionate about giving all staff the opportunity to develop their skills and carve a career path they are passionate about.

We work with each team member to develop a tailored Annual Growth Plan (AGP), which includes role-specific training & certifications.

In 2024, we also launched the RVT Academy. This is an in-house training programme that includes an online induction, a management series, a sales training framework, and much more.

We have also continued our subscription with online training providers 'iHasco' and 'KnowBe4' - this covers office & management skills, H&S training, environmental awareness, cyber security and much more.

Other staff training in 2024 included; Fire Marshall training, IPAF, PASMA, IOSH, BOHS, City and Guilds, CMI and CIM Certified Courses. Some of the BOHS certifications awarded in 2024 include:

- W201 Basic principles of occupational hygiene
- W501 Measurement of hazardous substances
- W503 Noise measurement and its effects
- W505 Control of hazardous materials
- P601 Thorough examination and testing of LEV
- P602 Performance Evaluation, Commissioning and Management of Local Exhaust Ventilation
- P603 Control of Hazardous Substances
- P604 Performance Evaluation, Commissioning and Management of Local Exhaust Ventilation Systems
- CoC Control of the working environment
- IOA Certificate of competence in measurement of environmental noise



RVT are registered as a BOHS level 'A' expert in: Environmental Noise, Indoor Air Quality, Local Exhaust Ventilation - Routine Testing, Local Exhaust Ventilation Design, Occupational Hygiene Strategy and Management, Occupational Hygiene Training, Occupational Noise

£236,872

Invested in Staff Training
in 2024



Pictured above: Staff taking part in 'wear it green, for mental health' in aid of the Mental Health Foundation.

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.

What is a good NPS score?



Net Promoter Score

We measure how well we are meeting our customers' expectations through our 'Net Promoter Score' (NPS).*

We were pleased to achieve a score of 72% in 2024 which, on the NPS benchmarking scale, establishes RVT as an "excellent" company to work with.

In addition to this, for every completed NPS survey, we donate £2 to RNID!

- 2018 = 67%
- 2019 = 70%
- 2020 = 83%
- 2021 = 78%
- 2022 = 78%
- 2023 = 80%
- 2024 = 72%

89% OTIF delivery score achieved.

97% Customer enquiries responded to within 20 minutes.

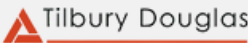
97% Customer service emails responded to within 30 minutes.

Customer Survey

As in previous years, we conducted a mid-year survey with all customers, and an end of year survey with selected customers in 2024. We always strive to keep in touch with our customers throughout the year to understand how we can improve our product offering and service levels. Here is some of the feedback we were given:



"Your team have again been invaluable in delivering complex quotations and designs for works being undertaken. Communication has been prompt, to the point, and enough detail for us to understand. Thank you again for your work with us and the continued relationship."

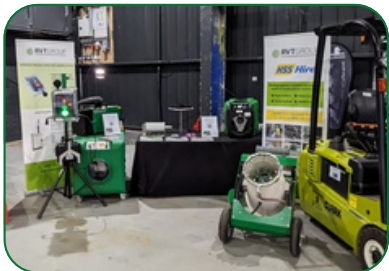


"RVT are professional in all they do. I would most certainly recommend them to others."



Supporting Customer Events

In addition to providing fully compliant solutions, we are committed to increasing awareness and educating people in the industry about the devastating effects that poor hazard control can have on long-term health and the environment. As such, we constantly support our customers at 'stand down' days and other health and safety events. Below is a snapshot of customer events that we attended across 2024.



Thank You Gifts

At RVT Group, we like to show our gratitude to our customers by regularly gifting Costa vouchers, Amazon vouchers, Greggs vouchers, hampers, charity donations and environmental gifts.

We are also well known for regularly giving out jelly beans, socks, parker pens, power banks, water bottles, notebooks and other small gifts.

Furthermore, each month, we send 10 sets of our delicious RVT branded cupcakes to different customers as a thank you gift.



Supporting the Construction Industry

As well as raising awareness through our educational resources and visits to site, we regularly develop and present CPD approved presentations, hold events to raise awareness of poor health in the construction industry and are members of organisations tirelessly working toward positive changes for site health. Through doing all of this, we hope that more will join us in the fight for better site health, because every worker deserves a happy and healthy future.



In 2019, RVT Group launched the first “Action On” event in London. Fastforward to 2024, and we have completed another year of delivering 3 fantastic events across the UK (Dunblane, London, Northampton). All focussed on delivering a vibrant programme of speakers and presentations to like-minded and proactive construction professionals who are determined to take action against poor site health.

We were delighted to also focus our Northampton event on protecting the health of the environment, attracting a new range of speakers and attendees alike.

Health in Construction Leadership Group

Since becoming a member of the Health in Construction Leadership Group (HCLG) in 2019, RVT has provided support across all working groups (respiratory health, MSDs and mental health). In 2024, we helped the HCLG to host a webinar for it’s members and to launch the new ‘Drug and Alcohol Mis-use’ working group. You can see some of the other HCLG members here.



CPD Certified Webinars & Presentations

In 2024 we launched two brand-new CPD webinars; 'TeXT, Regulations, and Legislation - An Introduction to LEV Compliance on Site' and 'Creating a Health-Conscious Culture on Site'. Across 2024 we ran 16 CPD certified webinar sessions which garnered 528 total registrations.

After the continued success of our CPDs in 2024, we will be launching another CPD programme in 2025, allowing managers and their site teams to continue building and refreshing their hazard and industry specific best practice knowledge for free.



RVT's Unprecedented Expansion...

As people become more aware of occupational hygiene and environmental sustainability, our services are being called upon more and more often.

It is our vision to achieve a world where the impact of site work on life, health and the environment is effectively zero, and so we will continue to expand our operations to meet the requirements.

2024 was a year of outstanding growth for RVT Group; we were not only awarded a certificate for being the 14th fastest growing company in Kent, but we also opened a brand-new 35,000 sq ft warehouse facility in Sheffield.

Our Sheffield depot will act as our Northern distribution centre, and our Kent depot will act as our Southern distribution centre – enabling us to speed up our delivery times, whilst also responding to engineer support calls quicker. It will also enable us to reduce our scope 3 carbon emissions from transport mileage. Furthermore, we also have equipment and engineers based at facilities in Plymouth, Hinkley and Scotland, to ensure we can service all parts of the UK in the most efficient and reliable way.

In addition to operational expansion, we will also be enhancing our specialist services for our Construction, Infrastructure, Industrial and Defence customers. This means that our customers will be interacting with specialist consultants and engineers who are trained and experienced to handle specific challenges – giving customers the very best support from initial consultation, through to commissioning and ongoing technical support.







As our turnover continues to rise, we are committed to donating more and more to health & environmental related charities.

Photos of
RVT's brand-new
Sheffield depot



Compliance & Certifications

RVT hold a variety of certifications and accreditations. This page details the renewals that we undertook and passed in 2024 as well as certificates passed in 2025 ahead of this report’s release.

Logo	Certification	2024 Pass Date	2025 Pass Date
	ISO 9001	✓ 27.09.2024	Renews 2026
	ISO 14001	✓ 27.09.2024	Renews 2026
	ISO 45001	✓ 29.09.2024	Renews 2026
	Building Confidence Audit Cert & AVDB	✓ 21.02.2024	✓ 13.02.2025
	Builders Profile	✓ 01.10.2024	✓ 01.10.2025
	CHAS	✓ 18.10.2024	Renews 2026

Logo	Certification	2024 Pass Date	2025 Pass Date
	FORS Silver	✓ 22.12.2024	🕒 21.12.2025
	RISQS Audit Certificate	✓ 30.07.2024	✓ 29.07.2025
	RISQS Sentinel	✓ 30.07.2024	Renews 2026
	Safe Contractor	✓ 06.07.2024	✓ 06.07.2025
	SSIP	✓ 27.09.2024	Renews 2026
	CIRAS	✓ 01.04.2024	✓ 31.03.2025
	Gold Construction Online	✓ 10.10.2024	🕒 31.10.2025
	Cyber Essentials	✓ 03.10.2024	✓ 03.10.2025



RVT Policies & Insurance....

In addition to our certifications and accreditations, we also have our own policies that we follow, to ensure that our business operations are a legal and socially responsible.



Alcohol and
Drugs Policy



Anti-bribery
Policy



Anti-slavery
Policy



Equal Opportunities
Policy



Tax Evasion
Policy



Right-to-Work
Policy



HSEQ Policy



CSR Policy

[View Our Policies](#)



- £20 million Employers Liability
- £10 million Public Liability
- £10 million Products Liability
- £5 million Professional Indemnity

The Building Blocks to a Sustainable Future



Our ESG strategy has been built with the 17 UN Sustainable Development Goals in mind, and we have set ourselves 7 environmental goals and 9 social responsibility goals.

[View Strategy](#)





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