

Policy Statement

Sustainability, Environmental, Social and Governance Policy



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Introduction

At RSE, we recognise that efforts to improve Sustainability, Environmental, Social and Governance, ESG compliance throughout our operations are essential to developing and growing the business as well as improving performance for our people, clients and stakeholders.

We aim to achieve this through the following:

Corporate Governance

Through the use of audited Business Management Systems, compliant with internationally recognised standards, RSE ensure that we fully comply with all relevant Quality, Health, Safety, Environmental and Human Resource legislations. Promoting awareness through effective communication and training.

Energy Saving

Promoting energy savings and reductions in Greenhouse Gas, GHG, emissions across all our operations. Reducing CO₂ emissions, through effective energy management, use of renewable energy and investment in low carbon equipment, technology and facilities.

Carbon Reduction

RSE are committed to reducing carbon across our operations and within the products and services that we provide. Having set an ambitious Net Zero target of 2030, for operational emissions and 2035 for absolute Net Zero, we will openly report on progress towards achieving these targets.

Waste

RSE are committed to reducing wastage across our operations, through a variety of methods including reducing materials used, material reuse, as well as refurbishment, and through waste recycling.

Introducing effective recycling systems across all areas and delivering education to employees to promote waste awareness.

Climate Action

RSE are improving resilience within our operations and products, in response to the climate emergency. We identify and evaluate the risks that climate change pose and adapt our operations and products to mitigate the risks.

Health, Safety and Wellbeing

Within the business, RSE promote a positive Health, Safety and Wellbeing culture across our staff, clients, visitors and interested parties. We respect individual employees and endeavour to create work environments and cultures that are safe, healthy and friendly, enabling all personnel to develop their ability and capabilities to the fullest.

Human Rights

RSE respect human rights and have aligned our Human Resources policies to internationally recognised standards including the Universal Declaration of Human Rights and the ILO Declaration of Fundamental Principles and Rights to Work. We engage in compliance across our operations to ensure these requirements are upheld.

Equality, Diversity and Inclusion

RSE believe in a fairer future for all, everyone has a right to live and work without fear or prejudice regardless of race, age, colour, disability, sexual orientation, gender identity, social class, religion and beliefs.

We respect and support all personnel to enable them to make a full contribution to RSE and wider society and work in an environment that demonstrates respect and values diversity.

Learning and Development

We promote continual learning and development across all levels of the business. Our Learning and Development Team have set minimum competence standards have been set to ensure our personnel have the necessary training, skill and competence to meet client requirements. We actively promote continual Professional Development across our staff.

RSE provide internal and external training opportunities. And also operate an apprentice and graduate programme to encourage and develop personnel within the sectors we operate.

Collaboration with Stakeholders

Throughout our operations we make every effort to contribute to reducing the environmental impact of our products and services under our control. We collaboratively engage our clients, suppliers and neighbouring communities to minimise negative impacts of our work.

Community Engagement

Developing and nurturing relationships between RSE and the local communities near our office / workshop locations and our temporary sites is important to a flourishing neighbourhood.

RSE support local community projects, in line with our business aims and objectives. Examples include supporting charities, food banks, recreations, sport and education opportunities.

United Nations Sustainability Development Goals (UN SDGs)

RSE are committed to supporting the UN SDGs across the business activities, and align with the following goals:

- Goal 6 – Clean Water and Sanitation
- Goal 8 – Decent Work and Economic growth
- Goal 9 – Industry, Innovation, and Infrastructure
- Goal 13 – Climate Action

Disclosure

RSE will openly and honestly report Environmental, Social and Governance information relating to our activities, this may include communicating policies and performance measured against recognised metrics. This will contribute to the creation of good and long-lasting relationships with our key stakeholders.

RSE will continue to strive for best practice and continuous improvement with regards to sustainability and ESG, we will review this policy annually, and revise or update it as necessary.

A handwritten signature in black ink, appearing to read 'M. Mathers', is positioned above the printed name.

Martin Mathers
Chief Operating Officer
Ross-Shire Engineering Ltd.