



Policy Statement

Sustainability & ESG Policy

1.0 PURPOSE

The purpose of this policy is to establish a consistent approach across RSE and the wider RSE Group. It supports compliance, alignment with strategic objectives, and the effective implementation of best practices across all Group companies, including but not limited to: RSE Controls, Amber ICA, Blackburn Starling, DPS, GPS, MTech, Safronics, TCS, Prime Pumps, WES, Aquazone, Chem Resist, and Greenacre Environmental Systems.

2.0 SCOPE

This policy applies to RSE and all companies within the RSE Group, including but not limited to: RSE Controls, Amber ICA, Blackburn Starling, DPS, GPS, MTech, Safronics, TCS, Prime Pumps, WES, Aquazone, Chem Resist, and Greenacre Environmental Systems. It is applicable to all relevant personnel involved in or affected by the subject of this policy, ensuring a consistent and standardised approach is maintained across the Group.

3.0 POLICY

Corporate Governance: RSE uses audited Business Management Systems compliant with internationally recognized standards to ensure compliance with Quality, Health, Safety, Environmental, and Human Resource legislation. Promotes awareness through effective communication and training.

Energy Saving: Promotes energy savings and reductions in greenhouse gas (GHG) emissions across all operations. Reduces CO2 emissions through effective energy management, use of renewable energy, and investment in low-carbon equipment, technology, and facilities.

Carbon Reduction: Committed to reducing carbon emissions with a Net Zero target of 2030 for operational emissions and 2035 for absolute Net Zero. Openly reports progress towards achieving these targets.

Waste: Committed to reducing waste through methods such as reducing material use, material reuse, refurbishment, and recycling. Implements effective recycling systems and promotes waste awareness among employees.

Climate Action: Improves resilience within operations and products in response to the climate emergency. Identifies and evaluates climate change risks and adapts operations and products to mitigate these risks.

Health, Safety, and Wellbeing: Promotes a positive health, safety, and wellbeing culture across staff, clients, visitors, and interested parties. Creates safe, healthy, and friendly work environments that enable personnel to develop their abilities and capabilities.

Human Rights: Respects human rights and aligns Human Resources policies with internationally recognized standards, including the Universal Declaration of Human Rights and the ILO Declaration of Fundamental Principles and Rights to Work. Ensures compliance with these requirements across operations.

Equality, Diversity, and Inclusion: Believes in a fairer future for all, free from prejudice regardless of race, age, colour, disability, sexual orientation, gender identity, social class, religion, and beliefs. Supports all personnel to contribute fully to RSE and wider society, demonstrating respect and valuing diversity.

Learning and Development: Promotes continual learning and development across all business levels. Sets minimum competence standards and promotes continual professional development. Provides internal and external training opportunities and operates an apprentice and graduate program.

Collaboration with Stakeholders: Engages clients, suppliers, and neighbouring communities to minimize the environmental impact of products and services. Supports local community projects in line with business aims and objectives.

Community Engagement: Develops and nurtures relationships with local communities near office/workshop locations and temporary sites. Supports local community projects, including charities, food banks, recreation, sports, and education opportunities.

United Nations Sustainability Development Goals (UN SDGs): Committed to supporting the UN SDGs, aligning with goals such as Clean Water and Sanitation, Decent Work and Economic Growth, Industry, Innovation, and Infrastructure, and Climate Action.

Disclosure: Openly and honestly reports ESG information related to activities, including policies and performance measured against recognised metrics. Strives for best practice and continuous improvement in sustainability and ESG.

4.0 RESPONSIBILITIES

Chief Operating Officer: Overall responsibility for the policy.

All Employees: Responsible for implementing the policy and ensuring compliance with sustainability and ESG principles.

5.0 APPROVAL

This policy is reviewed periodically by the Sustainability Manager and updated as required based on:

- Regulatory changes
- Organisational changes
- Audit findings

A handwritten signature in black ink that reads 'Stephen Slessor'.

Stephen Slessor
Chief Executive Officer (CEO)
RSE



December 25