

At Ramco we use the term 'ESG' to describe a comprehensive set of Environmental, Social and Governance matters impacting our company. We put these concerns at the core of our operations. We define ESG as follows:

**The Environment:** Considering the environmental impact from Scope 1 to Scope 3 which are categories used to classify greenhouse gas emissions aiming to reduce the impact across all scopes. (See our carbon reduction plan at the end of this policy).

We will ensure that as few as possible of our activities adversely affect the current environment in any way whatsoever. We commit to mitigating climate change through improving our energy efficiency and whenever possible we will seek to develop processes of work which provide a positive contribution to the environment of the future.

This positive contribution will be achieved by our commitment to continual improvement in the methods of our work and the prevention of actual or potential waste or pollution. We will ensure that all our activities comply with any applicable environmental legislation, regulations, or codes of practice and any other requirements to which the company subscribes.

**To this end, we will embrace the following principles for all areas of our business activities:**

- a) Management will be commitment to, and staff made aware of the need to care for the environment.
- b) We shall comply with all environmental legislation relevant to our operations.
- c) We shall manage our resources more effectively to reduce energy and fuel consumption, minimise waste and prevent as far as practicable the creation, emission or discharge of any type of pollutant.
- d) Key staff will be trained in environmental issues and promote awareness throughout the Company.
- e) We shall do what we can reasonably and practicably achieve, to assist our customers and any other organisations working on behalf of the Company in implementing similar policies and practices.
- f) We will consider the technological options, financial implications and views of interested parties when setting our environmental objectives and targets.
- g) We will communicate externally our significant environmental effects and achievements if requested.

We currently operate disposal contracts with the Ministry of Defence and other public sector organisations managing the disposal of commercial assets, scrap metal and waste. In doing so we help our clients reduce their carbon footprint by offering alternative or innovative disposal solutions. Our aim is "Zero to Landfill", meaning nothing we use or resale ends up in landfill.

**Social Values:** Integrating diverse and inclusive practices across all areas of the business including building a strong culture and being a conscientious employer, providing services with consideration of the ethical and human implications on the end-user and society and working towards an ethical and environmentally resilient supply chain

Ramco is committed to creating a sustainable inclusive society actively managing our operations in ways which optimise our value to the communities in which we work. Social value is therefore intrinsic to everything we do, for this reason we manage it through a suite of interdependent policies and procedures which collectively deliver our objectives.

This policy applies to all members of staff and third parties who undertake activity for and on our behalf. It applies to the goods and services we procure, our direct operations and the services we provide to our customers and clients. Everyone is responsible for ensuring it is adhered to in accordance with our shared Values.

In recognising this we are committed to contributing to a more sustainable society and to continually improve the positive impacts we make. We also recognise the contribution we can make to increasing social value through our own direct impact as an SME, which can be categorised in four key areas:

- Make a positive difference
- Stronger together
- Empower people
- Do the right thing

We ensure our subcontractors and supply chain support and influence social value by asking them how they themselves can help raise the living standards of local residents and support our key social value objectives, namely to promote:

- employment & economic sustainability
- equity & fairness
- participation & citizen engagement
- environmental sustainability

We have identified the key aspects where we have a negative impact on the environment, namely: heating and cooling, travel to clients, IT and paper; and we have a policy and systems in place to manage and reduce these impacts.

We use our skills qualification and experience matrix to ensure roles are designed such that the broadest possible range of opportunities are available to our employees and new recruits. This equality, diversity and inclusion information is fed into our management team who oversee the development and delivery of all related policies, systems and procedures. On joining the company staff are able to access a structured learning and development programme to increase their knowledge and skills.

In addition, we can make a positive difference by ensuring we continually review how we can make improvements to our social value policies. This includes supporting:

- people to enter or return to the labour market after periods of exclusion.
- people to realise their potential in higher paid roles by increasing their skills.
- subcontractors to connect with their communities while reducing environmental impact.
- our supply chain to grow and develop creating good jobs in good companies.
- employers to develop and retain their staff in fulfilling roles.
- employers to recruit staff from local or excluded communities.

To realise our social value objectives, we have a senior management team who receive data and feed it into our planning processes and ultimately the Business Plan. We also recognise the need for and are committed to communicating these objectives to our suppliers, potential and existing employees, customers and wider stakeholders.

**Governance:** Being on top of and aligned to the latest laws, regulations and compliance standards such as having appropriate governance structures in place, having a code of conduct and ethics in place and instilling a strong culture of trust, responsibility and best practice around data.

Every member of our team is concerned with and thinks along the lines of ESG when making decisions and our approach to ESG is discussed regularly in our management meetings. We are committed to providing an inclusive working environment and as such we have specific policies in place which will be reviewed on a regular basis for continuing suitability.

Our decision making is committed to good governance principles and we monitor a range of metrics which are published annually in an Impact Statement.