

Protecting

Planet

and

People

Environmental • Social • Governance
Impact Report 2024/25

Ramco
surplus sorted

Find what you're looking for:

• What we're all about	3
• A message from our founder and MD	4
• What ESG means to us and highlights so far	5-6
• Our progress (the nitty gritty)	7
• Looking ahead...	23

What we're all about

Our mission:

Give surplus assets a new lease of life and,

by doing the right thing,

inspire those we work with to accelerate sustainability.

UK businesses have almost £59 billion worth of working surplus assets sitting idle. That's where we come in.

Since 1996, we've been helping organisations find new homes for equipment they no longer need. From cranes, vehicles, and machinery to gym and catering equipment (and everything in between), we give it all a second life.

It extends the life of equipment, promotes reuse, prevents working assets from being unnecessarily thrown away, and generates a financial return for reinvestment — all whilst encouraging businesses to be more sustainable.

**Sustainability and the circular economy is at the heart of everything we do.
And it's exactly why Ramco was set up almost 30 years ago.**

A message from our founder and MD

Neil Sanderson

Last year was all about turning challenges into opportunities. Exactly the kind of thing we do best at Ramco. We've continued to push forward with our mission — helping organisations get the most out of their surplus assets, while backing the circular economy every step of the way.

Sustainability with substance

It's easy to talk about sustainability, but we're actually making it happen. This year, we've kept more than half a million items out of landfill. That's a win for our clients' ESG goals and for the planet.

Commercial value delivered

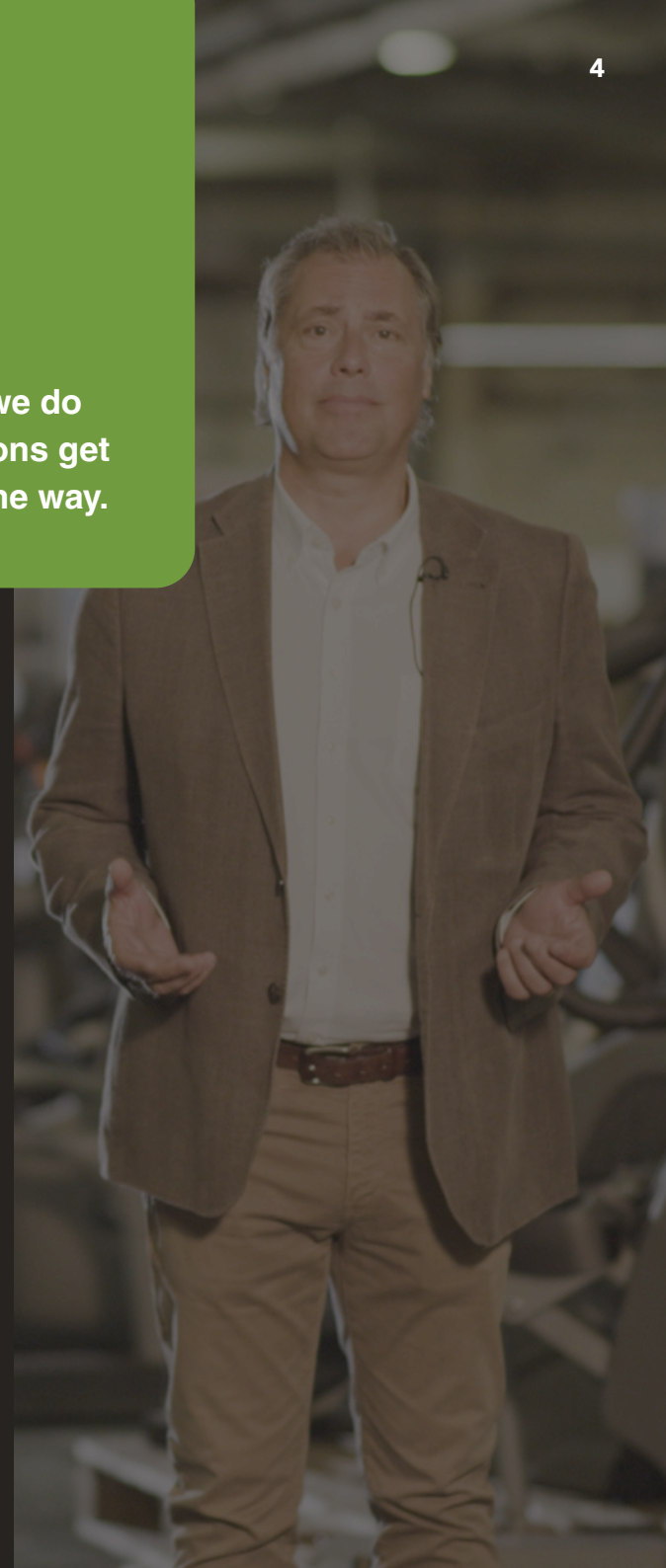
We've helped realise the redistribution of over £10 million worth of surplus assets for our clients. That's real money back into budgets that can be better used elsewhere.

We've done it by combining smart logistics, strong resale channels, and a no-nonsense approach to compliance and transparency. It's what our clients expect, and what we deliver.

Making a broader impact

We've grown the team and invested in training. We've also donated surplus IT kit to schools and charities who needed it most because good kit shouldn't go to waste when it can do some good. This year proves again that asset reuse isn't just the right thing to do, it's the smart thing to do. We're helping clients save money, meet sustainability targets, and support the wider community. All while growing our own impact and capability.

**Here's to doing
more in 2025.
(and beyond!)**



What ESG means to us

ESG is the pillar of how we operate and grow responsibly.

Our commitment to ESG reflects our belief that doing good is better for business and better for everyone around us.

Ramco's continued success is interconnected with sustainability, community, and ethical leadership, and it's the driving force behind our business plans and strategies.



Environment

- Protecting the environment by giving surplus assets a new lease of life
- Minimising environmental damage and managing our carbon footprint
- Committing to Net Zero

Social

- Putting the well-being of our community and people first
- Supporting local suppliers
- Promoting volunteering
- Staff training and development

Governance

- Open approach and culture
- Compliant operations and ethical business practices
- Effective risk management and continuous improvement

Our 2024/25 highlights

Actions and impact

Environment

567,000 items
given new lease of life in
2024

That's approx.
12,000 tonnes
of equipment diverted
from waste streams

Added our first PHEV to the fleet for
short journeys between our sites



Published our first
Carbon Reduction Plan
outlining the steps we'll take
to reduce environmental
impact.

Social

Improved our **employee satisfaction**
average score from 77% to 83%.

This isn't perfect, but we're consistently
improving, driven by our commitment to
making Ramco a great place to work.

94%

of our team feel supported with
professional development

18

new team members

Over
£600,000
of social value delivered

*Calculated through the Social Value
Portal using the TOMs framework*



Governance

- Appointed Compliance Manager



- Two staff started NEBOSH training



The nitty gritty

Our progress

Environment



Environment

Our work helping organisations reuse their surplus assets means that looking after the environment is deep-rooted in what we do.

But it doesn't stop there — this sustainability ethos spans the whole team and business.

Some examples of reuse we've helped inspire:



Broken wooden pallets from our site used by team member to create fish tank display



Rundown van from our auction purchased by team member and converted into kitted-out campervan



Old ship piston used to create our reception table

We're
zero waste
to landfill

EcoVadis
score of

69

placing us in the
top 92%

Our goal
Net zero by 2050
(or earlier)

Our carbon footprint:

We're proud of our positive impact, but the nature of our operations means we have a sizeable footprint.

We work with Green Small Business to calculate our carbon emissions and help guide our plans for long-term change.

We've put our proposals in writing in our first [Carbon Reduction Plan](#), published in May 2024.

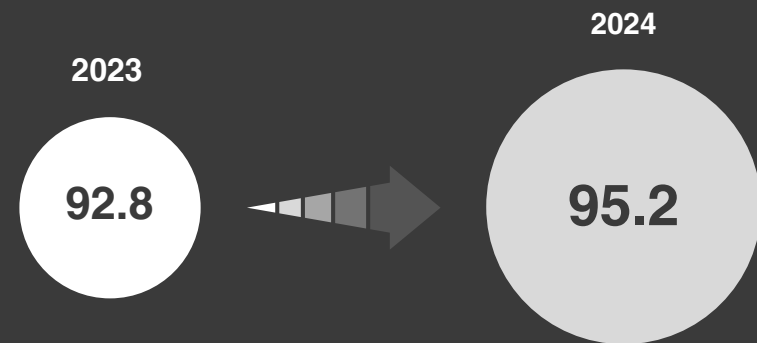
Total emissions:

(Total tonnes of CO2e emissions)

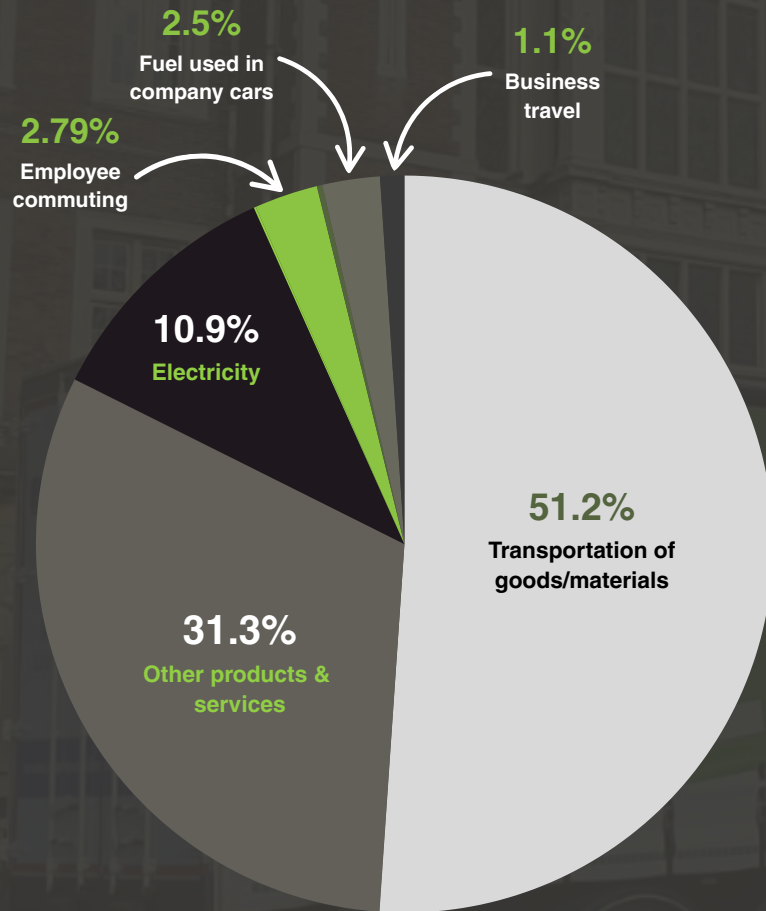


Intensity ratio:

(Tonnes of CO2e emissions per £1m of turnover)



Where our emissions come from:



We know that most of our emissions are scope 3, which means we have limited control, and managing them whilst we grow is difficult.

But we work closely with our suppliers to consider net-zero and focus on doing what we can in the meantime — such as careful route planning and backloading stock to reduce journeys.

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A few of our green actions:



Introduced cycle-to-work scheme used by eight staff members (here's just a few of them!), reducing vehicle commuting



Replacing older gas-powered forklifts with newer, more environmentally friendly, battery-powered trucks



Transition to cleaner fuel for our remaining gas forklift fleet through the installation of a bulk tank

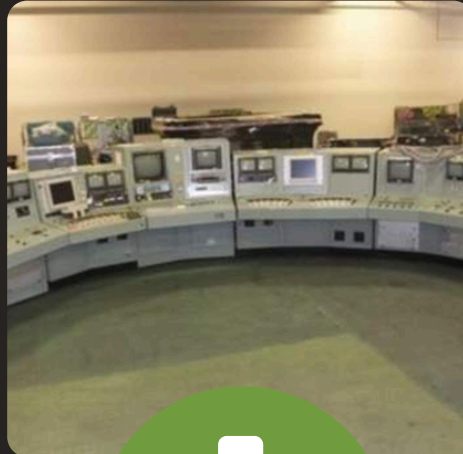
**They may be only small changes,
but they add up to create bigger impact.**

Extending the life of surplus equipment:

From repainting, cleaning and fitting new parts to testing and giving MOTs, we take every opportunity to add value to equipment and make it more desirable — helping keep it in use for longer. **Here's a few examples:**

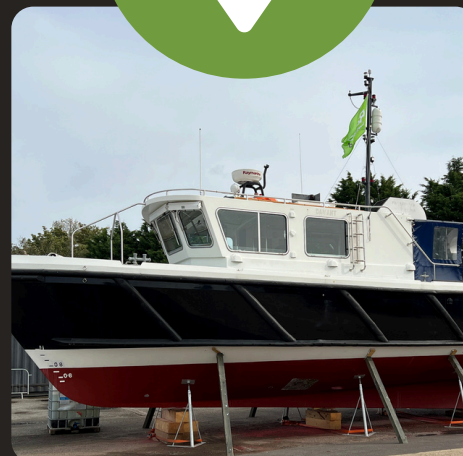
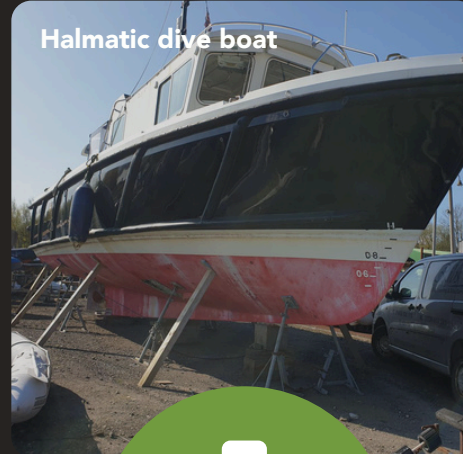


Land Rover Defender



Nuclear reactor control panel
(cool, right?)

Recognising its resale potential, we stopped it being scrapped. It was purchased by a UK gaming production company to be used as a prop... **for over £10,000!**



BROKK demolition machine

We brought in a specialist engineer to examine and test an old BROKK demolition machine and certify it as ready for reuse.

Social

A dimly lit gym scene. In the foreground, a man in a dark jacket and jeans is kneeling on the floor, gesturing with his hands towards a woman standing in the background. The woman, with long blonde hair and wearing a dark jacket, is standing next to a black metal cart with a laptop on it. In the background, there are several Concept 2 rowing machines lined up. The word "concept 2" is visible on the side of the machines. The overall atmosphere is professional and focused.

Social

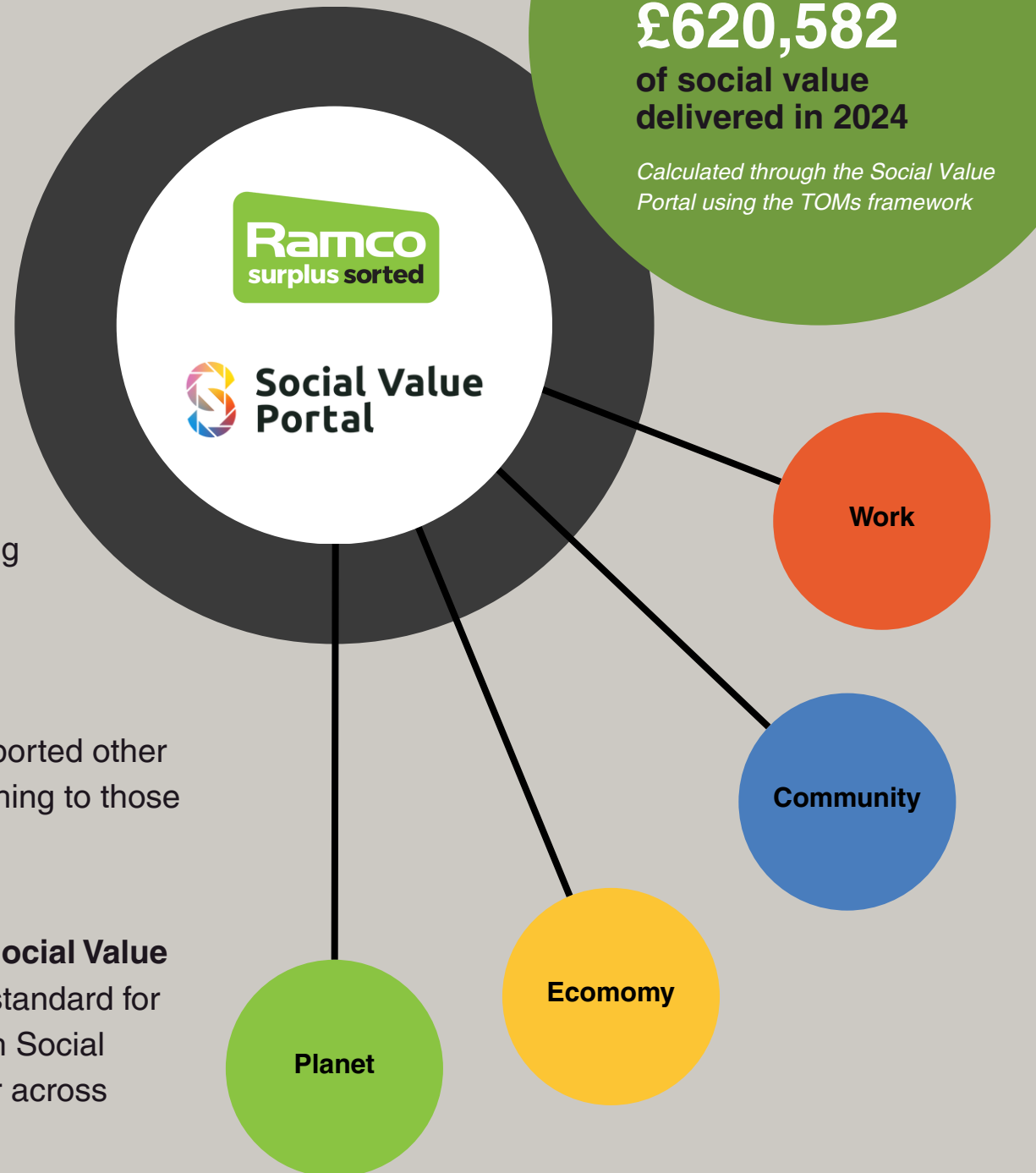
Our focus is on **doing good for people** and making Ramco a **great place to work**.

We want our team to feel valued, supported, and respected — and have fun whilst working at Ramco.

Outside of the business, we drive change by educating people about (and encouraging) reuse and stopping surplus assets from sitting idle.

We've also built great relationships with schools, supported other local SMEs, and donated surplus equipment and clothing to those that need them through our network of charities.

To help us report on social value, Ramco joined the **Social Value Portal** in 2022. We use their TOM system — the UK standard for Social Value measurement — to determine how much Social and Local Economic Value (SLEV) we actually deliver across planet, economy, community and work.



Our team:

2024 staff satisfaction survey:

- 83% average score (improvement from 77% in 2023)
- 93% agreed we're flexible with personal matters
- 83% are satisfied with leadership approach
- 94% feel supported with professional development

We survey our staff twice a year so we can track performance and improve satisfaction levels. The results are presented company-wide, and we invite open discussion to help resolve issues and plan change.



18 new staff members

for our new military clothing and textiles contract

16



**Our Mental Health
First Aider**

We organise events outside of work to help our team relax and recharge.



People and Community:



Hosted school visit to Ramco and gave talks about reuse and what we do (and why it's important!), and provided careers guidance



Took part in a Skegness beach clean



Conducted mock interviews and attended a careers fair

We volunteered **540 hours** to schools, charities, community activities, medical support and children's sports.

Governance



Responsible business

Our commitments:

- Be accountable and transparent in how we operate and collaborate with stakeholders
- Grow our social impact by delivering value in our community where it's actually needed
- Maintain our ethical business principles and listen to our team, customers, and network to drive change

Our business plans, strategies and KPIs are written based on our commitment to ESG performance, and we prioritise working with organisations that share our values.

Ethics and Compliance

Our key policies — including anti-corruption and bribery, quality, modern slavery, health and safety, data protection, social value, and ESG — are publicly available on our website, providing assurance on how the company is being run.

All our employees

complete regular online training on ethical business principles through Natwest Mentor



Accreditations and Memberships

Our commitment to responsible and ethical business is underpinned by a range of accreditations, standards, and memberships that help us make sure we're doing the right things in the right way.



ISO Standards :

- 9001:2015 - Quality Management
- 14001:2015 - Environmental Management
- 45001:2018 - Occupational Health and Safety Management
- 22301:2019 - Business Continuity Management

At Ramco, responsible business is not just a framework — it's our foundation.

Ethical business practices, and social and environmental performance, are the backbone of every decision we make.

We believe integrity drives change, and accountability ensures lasting impact for our stakeholders, staff, and communities.

“

Mark Watson
Financial Director

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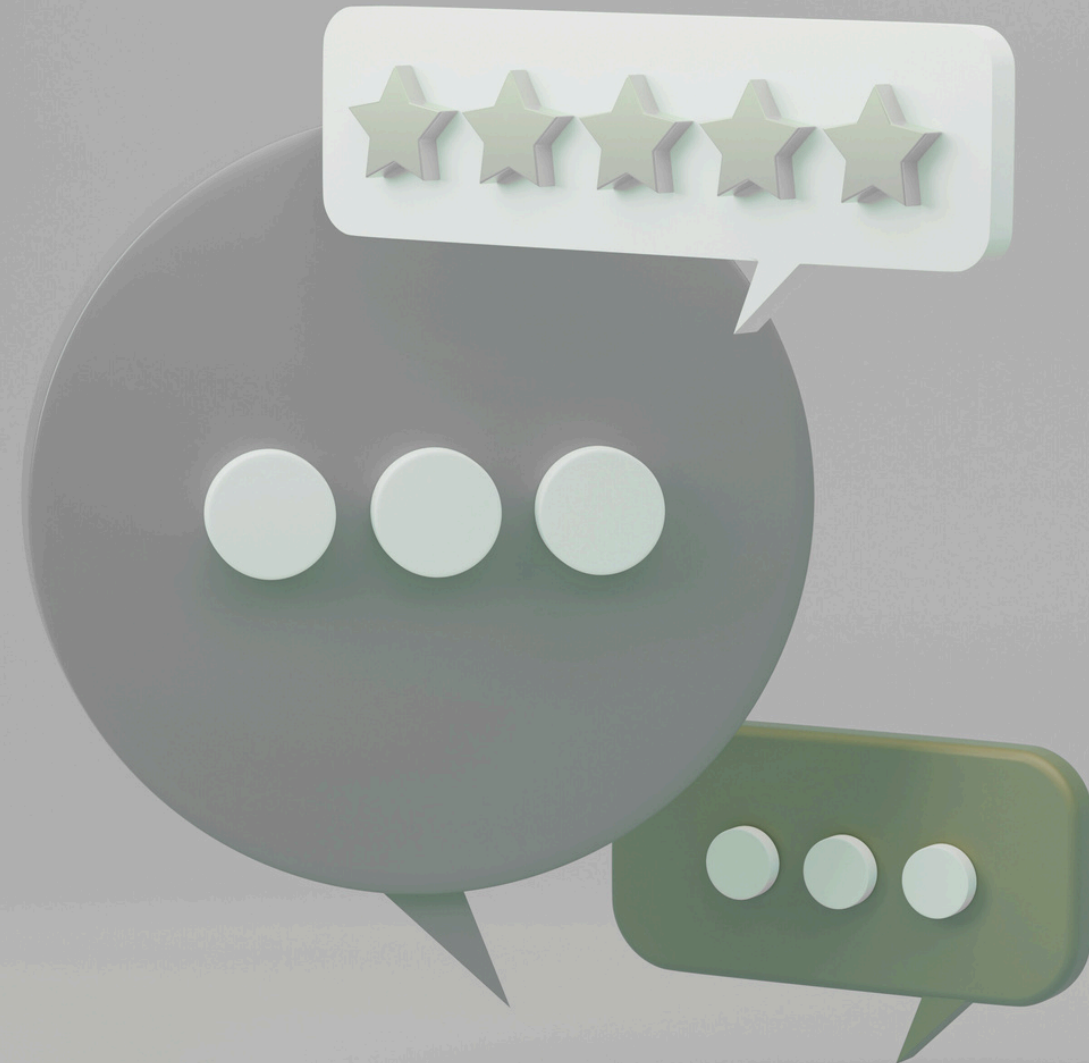


Listening to our clients and customers

Communicating with our clients and customers — and listening to what they've got to say — helps us improve our service and reputation.

To understand them better and assess their needs, we've introduced a Voice of the Customer (VotC) initiative, including the launch of automated Trustpilot reviews.

VotC helps us ask for feedback at the right time and using the right methods, meaning we encourage responses that help us understand our customer expectations, frustrations and suggestions — and make plans for change.



Trusted by:

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centrica



Pickfords

What they say about us:

“We’re committed to doing everything we can to protect people and the environment and working with Ramco is a fundamental part of that. Their team of experts helped us rethink our approach to reuse and enabled us to find value in unwanted assets that would have otherwise been scrapped or unnecessarily sent to landfill.”

Louise Dyche | Nuclear Restoration Services

“When undergoing large-scale refurbishments of our catering facilities at two of our sites, we knew we needed an expert partner to help us find value in the equipment we no longer needed. Working with Ramco meant we were able to implement an environmentally friendly disposal solution that gave our unwanted equipment a second life, helping to reduce waste.”

Susie Cullen | Anglia Ruskin University

“At LEGOLAND Windsor, we prioritise running our theme park and hotels sustainably, which we know is as important to our guests as it is to us. Our relationship with Ramco allows items that we no longer need as a business to be reused by others and is helping us streamline our business operations so we can be even more efficient. We are pleased to work with Ramco and look forward to seeing their support expanded across the wider Merlin Group.”

Helen Bull | Merlin Entertainments

A man in a brown suit and white shirt stands in the center-right of the frame, gesturing with his hands. He is in an outdoor industrial setting. To his left is a large building with a green and white facade; the word "Ramco" is written in green on a white sign. In the foreground on the left, there are stacks of grey metal beams on wooden pallets. Behind the man, a red kayak is on a trailer, and several green kayaks are stacked on top of it. To the right, there are blue and green shipping containers and a blue kayak on the ground. The sky is blue with some clouds.

Looking ahead...

We're not perfect, but we're proud of what we've achieved so far, and we are only just getting started.

We'll continue to push forward, step by step, to consistently progress our ESG performance, driven by our commitment to planet and people.

Goals and Plans

2025 and onwards

Environment

- Reduce our emissions (where we can) and intensity figures by reinvesting in carbon-saving measures
- Adapt our culture to further integrate and promote environmental impact, including implementing a new yearly staff green choices survey

Social

- Gain recognition through Great Place to Work certification
- Achieve and maintain staff survey average score of 85% (from 83% in 2024) by 2026
- Do some good by helping raise £50,000 for good causes by 2029

Governance

- Provide greater transparency and accountability by publishing our Impact Report every year
- Build credibility by achieving ISO27001 in 2025
- Obtain the EcoVadis Gold standard by 2026

www.ramco.co.uk

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