

Corporate Social Responsibility Policy

Corporate Social Responsibility (CSR) is implemented through a commitment by RME Services Ltd to behave fairly and responsibly and contribute to economic development, local communities and society whilst maintaining and improving the quality of life for its staff members. The company's social, economic and environmental responsibilities are recognised to stakeholders/interested parties, who include Customers, end users, regulatory bodies, local authorities, insurance companies, employees and their dependents, suppliers, sub-contractors, trade organisations and associations, emergency services, investors and finance providers, central government, utility providers, certification bodies, the community and the environment. The importance of environmental protection is believed to be paramount and accordingly best environmental practice is considered to make sound commercial sense.

RME Services recognises that its business activities have direct and indirect environmental impacts and it will therefore endeavour to manage these in a responsible manner and in accordance with legislation and regulatory requirements. The company is committed to continuous improvement, which includes minimising impacts on the environment and encouraging business partners, suppliers and members of the wider community, of which the company is a part, to reduce theirs in areas such as energy and water efficiency, energy management, paper usage, waste reduction and re-cycling, and communications. It takes seriously all feedback received from stakeholders/interested parties and, where possible, maintains open dialogue to ensure that the requirements outlined in this policy are fulfilled. There will be openness and honesty in communicating strategies, targets, performance and governance to stakeholders/interested parties in the continual commitment to sustainable development.

RME Services Ltd is particularly focussed on the following objectives:

- **Standards of Business Conduct:** It will be ensured that business is conducted in all respects in accordance with rigorous ethical, professional and legal/regulatory standards.
- **Health and Safety:** Activities will be required to achieve continuous improvement in Health and Safety performance and minimise risk to the public. This includes minimising emissions of noise, air pollution and waste products.
- **Employees:** RME Services values its staff. It is the company's aim to deliver a competitive and fair employment environment, which is attractive to employees and provides them with the benefit of being able to develop and advance subject to personal performance and business opportunity. It will also be ensured that employees have suitable and sufficient information, instruction, training and supervision to act with due consideration for the environment.
- **Customers:** Business and livelihood depend upon Customers. Every employee is responsible for ensuring that any contact with Customers, their representatives, and the public generally, reflects professionalism, efficiency and honesty. There will be consistent effort to provide high quality service and value for money, whilst promoting environmental best practice. The Customer Care Policy applies in all dealings with Customers.
- **Suppliers and Sub-Contractors:** Suppliers and sub-contractors are regarded as partners with whom to work in achieving policy aspirations in the delivery of services, the promotion of good environmental practices and the use of environmentally friendly products. Specifically, RME Services is committed to working with its suppliers of products and its sub-contractors to ensure responsible business procedures and welfare and labour conditions within the supply chain that meet or exceed recognised standards. Environmental considerations will be included within all procurement activities. Key suppliers and sub-contractors will be asked to provide copies of their environmental policies.
- **Community:** The Company is committed to being a responsible corporate citizen that will provide support for appropriate projects, organisations and charities and a positive impact on the communities within which it operates.

A handwritten signature in blue ink, appearing to read 'T. Roberts'.

Trevor Roberts
Managing Director

19th August 2024