

Roberts Environmental Limited Sustainability Statement



“We strive to lead by example and aim to drive real change for our clients, in our supply chain and for the wider environmental, health, societal and economic landscape”

Foreword

At Roberts Environmental we understand that the challenges we and the built environment face are unprecedented. There is an ever growing awareness about the importance of sustainability and the word itself may well define a generation as we look towards global sustainability targets for 2050.

We believe that wherever there are challenges, there are also opportunities for improvement, both within REL and the wider social and economic landscape.

In August 2022 REL created a Sustainability Roadmap as demonstratable evidence of our sustainability ethos, commitments and genuine intent to embed sustainability throughout the business model and operational practices. It is action focussed, prioritising the sustainability activities that will, overtime, help us deliver tangible impact and additional business benefits.

Since REL's formation our sustainability activity has developed and improved continuously. Our Sustainability Roadmap is the next step in our business purpose, adapting overtime to reflect successful delivery, evolving context, increasing client expectations and changing business priorities.

We have begun to measure our Greenhouse Gas Emissions to provide a benchmark year. This will enable us to identify a decarbonisation pathway and begin to minimise our impact on the environment and climate change.

In addition, through the assessment of sustainability related risk, we have identified and developed new service offerings to better meet the changing needs of our clients.

REL has, and always will be pragmatic, responsive and agile. We look forward to continuing to share our journey with our stakeholders and delivering a real impact on sustainability for the built environment and the wider environmental, health, societal and economic landscape.

Who We Are

At REL we are experts in geo-environmental engineering, contaminated land risk management and delivering ESG and sustainability solutions for our clients.

As consultants we are always investigating and interpreting information to provide pragmatic advice within the Built Environment. We apply this mindset and process to see the bigger picture, and understand the environmental, societal, health and economic impact we have through our activities and business.

We recognise that we have the opportunity to create positive environmental, social and economic impacts, but that there are also risks associated with the potential negative impacts of our operations and those of our suppliers, sub-contractors and other entities in our value chain.

We believe we can drive change, shift mindsets and are uniquely positioned to ensure sustainability is considered at the earliest possible stages of development and investment within the built environment.

We are a SME with a team of 12 employees. This small dynamic team enables REL to adapt quickly to changes in the sector, and we are able to innovate, evidenced by expanding our services, as well as our expertise. With strong communication links both internally, with clients and wider stakeholders we continue to develop and look forward to our future.



Our Values

Our purpose, mission and vision provides the overarching goal and drive for Roberts Environmental. The way we carry out our business is directed through our values.

We take great pride in our reputation and upholding the highest standards in the way we do business. Our values are imbedded within the company culture and each of our employees embrace and support them.



PRAGMATISM

We choose simple and effective solutions to deliver on our commitments to our clients and employees.

INTEGRITY

We pride ourselves in standing up for what is right for both our clients and employees.

COMMITMENT

We have a commitment to deliver excellence with all of our services, as well as to employees' health and wellbeing.

INNOVATION

We use innovation to deal with problems that we come across in our line of work and understand the problems of the future.



Sustainable Development Goals

At REL we believe business should not just contribute to their own business aims but be a force for good. By centring our approach around these 17 goals we ensure that what we do supports our SDG intent. Our sustainability performance will improve over time, and we are determined to make continual improvements for a greater impact. As such, REL have created a robust Sustainability Roadmap which has identified and determined how we will implement a positive impact through our core business operations on sustainability performance.

The Roadmap has multiple functions, including:

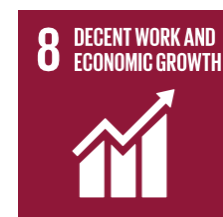
- Strategic sustainability management tool
- Action planning, prioritisation, and resourcing
- Governance and accountability for delivery
- SDG impact database
- Employee engagement and shared ownership
- Sustainability reporting, communications, and marketing

As part of our Sustainability Roadmap, we have grouped the 17 SDGs into four “themes” as they relate to aspects of sustainability that we believe we can have a significant impact on and reflect where our ambitions lie. The themes are as follows:

- Business
- Society
- Biosphere and
- Partnerships

The following sections sets out our planned activity within each of the four themes.

BUSINESS



Resilient business growth regenerating local economies



Innovative technical services achieving sustainable urban developments



Sustainable procurement and circular economy principles optimising operational/supply chain performance

SOCIETY



Nurturing the health, safety and wellbeing of employees plus current and future generations



Technical excellence culture. Personal development opportunities



Diversity, Human Rights and operational and service delivery addressing systemic societal and local inequalities

BIOSPHERE



Responding to the Climate and Ecological Emergencies

PARTNERSHIP



Ethical and authentic stakeholder relationships creating shared value



Business

Our Goal: Sustainable procurement and circular economy principles optimising operational and supply chain performance

Planned Activity:

- 1. Sustainable Procurement Policy Refresh
- 2. Supplier Selection and Monitoring

Sustainable Procurement

We aim to collaborate with our contractors and suppliers to create solutions that support sustainable delivery of our operations. Our focus on sustainability in our supply chain is aligned to our goals on human rights and carbon reduction. Determining where it is possible to influence our suppliers to act on these issues, ensures we continue to protect and respect the people and places we impact, whilst working together on a shared vision of a low carbon future.

We aim to utilise products and services which deliver best value and are local to our operations. However, we recognise we need to implement a formal sustainable onboarding process for a new contractors and audit current suppliers and contractors to identify any risks within current relationships. We will refresh our **POL007 Sustainable Procurement Policy** and ensure current practices align.

Our Goal: Innovative technical services achieving sustainable urban developments

Planned Activity:

- 1. Insights Forum
- 2. Reframe current service offer
- 3. Service Pivots and Market Trends
- 4. Foresight Roadmap

Services

Being a service business, which enables sustainable development and investment, we understand that a large area of our impact will be through the improvement in thinking and implementation of the projects we work on.

We understand that our geo-environmental and sustainability services have implicit value to drive significant impact on sustainability targets.

In addition, our technical skills and knowledge as consultants will allow us to adapt and identify new service lines where we can provide a greater impact. These opportunities will be developed through an insight's forum and the development of a Foresight Roadmap to identify risks and opportunities associated with continued changing customer demands and the transition to a low carbon economy.

We believe the investment into new ways of working and technologies which improve efficiency, reduce our impact on the environment as well as improving employee wellbeing and customer satisfaction, will enable REL to deliver innovative solutions to enhance the environment, improving resilience and resulting in long term growth.

Our Goal: Resilient business growth regenerating local economies.

Planned Activity:

- 1. Business Growth Strategy Review
- 2. Local Economic Multiplier Assessment
- 3. Resource Management

Growth

We understand the climate crisis and wider social and economic shifts will require adaptation and pose significant risks to all businesses. However, they also provide new opportunity for growth and the opportunity to reinvent and innovate in response to disruptions. By incorporating a thorough business strategy we will embed the long-term ability of REL to create the capabilities needed to deal with disruptions, plan and manage resources effectively and continuously adapt as markets change over time. Positioning us to benefit from the inherent value of developing stronger responses to the challenges at hand and creating positive economic and stakeholder outcomes, supporting the health and repair of the natural environment and wider population, regenerating local economies.

REL's aim is to operate a profitable, sustainable business which creates high-quality purposeful jobs and provide a good quality life for our employees. Through our work within the built environment we will contribute to development projects which help communities to prosper and thrive, increasing local employment opportunities and economic performance for communities.



Society

Our Goal: Nurturing the health, safety and wellbeing of each other and current and future generations.

Planned Activity:

1. Working Practice Review
2. Employee Benefits Review
3. New Purpose and Marketing
4. Wellness Policy and Plan

Health and Wellbeing

Working practice

All staff are able to enjoy some flexibility over how they manage their working day, such as home working, in order to help them accommodate their own preferences, as well as any commitments outside of work. We are working on further ways introduce more flexible working methods.

Employee benefits

We promote a culture of constant improvement enabling everyone to maximize and fulfil their potential as well as delivering great employee experiences, resulting in a highly engaged workforce. An aim at REL is to increase the wellbeing benefits employees receive. This is an area we are aware of that needs improvement.

Wellness

Mental and physical wellbeing is of upmost importance at REL. We currently have two Mental Health First Aiders. Workshops and training are undertaken on an annual basis.

We have undertaken our first employee satisfaction and engagement survey in October 2022. The survey will provide us with a baseline for employee satisfaction for future surveys in addition to identifying where REL can improve in its commitment to its people. Assessment of the results is currently underway to create improvement action plans.

Our Goal: Technical excellence culture and personal development opportunities retaining and attracting employees.

Planned Activity:

1. Resource Plan
2. Training Course Review
3. Personal Development Budget Pilot
4. Mentoring and Coaching Initiative

Culture

As a service business our people are the most important resource we have. We are committed to respect, nurture and develop the people within our team and the clients we assist, improving lives and contributing to sustainable development.

Mentoring

We operate in open plan offices where discussion and shared learning is promoted. We plan to create a formal mentoring scheme between new employees and senior members of staff to develop and promote growth.

Clients

Through our technical skills and knowledge, we support our clients to implement new sustainable developments through business practices such as Sustainability Audits, Sustainable Drainage, Ground Investigation and Remediation we will have a larger impact than we could as an individual business.

Personal Development

We promote a culture of constant personal and career development, enabling everyone to fulfil their potential and deliver great employee experiences, resulting in a highly engaged workforce through continual access to training.

Our Goal: Operational and service delivery addressing systemic societal and local inequalities.

Planned Activity:

1. Modern Slavery and Human Trafficking Policy and Plan
2. Equality and Diversity Policy
3. Gender Pay Report
4. Volunteering Policy and Community Partner

Our Work

Policies and practices reflect our commitment to employee choices, growth opportunities, mutual respect and ethical behaviour. We develop, implement and communicate organizational policies that provide a foundation for a consistent, positive, ethical and regulatory-compliant work environment. These include; **POL006 Equal Opportunities Policy Statement, POL011 Wellbeing Policy Statement, POL009 Work Safety policy statement and POL014 Modern Slavery Policy Statement.**

We are aware the construction sector ranks highly as an industry that is prone to the exploitation of labour. We conduct business in accordance with our Anti-Slavery Policy Statement. We are committed to working fairly, transparently, and ethically through the partnerships we create. Our progress will be detailed within in our 2023 Modern Slavery Statement, with our efforts focused on the development of a supply chain strategy for delivery of our targets around creating more visibility and transparency within our supply chain.

Equality

We embed inclusiveness in our processes and practices across our entire business in accordance with **POL006**. 42% of the company staff are female, which closely reflects the gender profile of the entire UK workforce and is well above the construction industry average of less than 10.9%, unlocking the inherent power of diversity within leadership and teams. We aim to maintain diversity of gender and improve transparency through gender pay gap reporting.

Volunteering

We are working to formalise our volunteering ambitions. Currently, where individuals are raising money for charity through their own efforts, the business will also contribute.



Biosphere

Our Goal: Responding to the Climate and Ecological Emergencies

Planned Activity:

1. Net Zero Plan
2. Environmental Policy
3. Movement Policy
4. Climate Risk Assessment
5. Active Travel Measures

We have a responsibility to manage our operations safely, to protect the environment within which we operate and the people within it.

Response to Climate Emergencies

Net Zero pledges around the world are increasing, however, we understand there is growing need to close the gap between commitments and action.

We have split our response to the Climate and Ecological emergencies into two categories; our workplace and our services.

Our workplaces encompasses our internal business operations and how we manage a number of activities including Green House Gas (GHG) emissions, waste production and management and water consumption.

Our services, which are focused on Geo-environmental and sustainability projects, will generate the largest long-term impact through the provision of sustainable, technically back solutions and the implementation of improved practices within the client which we work with.

Our Workplace

REL have signed up the SME Climate Hub Pledge and committed to halve our greenhouse gas emissions before 2030, achieve net zero emissions before 2040 and disclose our progress on a yearly basis.

Our scope 1 emissions resulting from our own emissions, will being reduced through energy efficiency initiatives. We will conduct energy audits, implement energy efficiency initiatives, and purchase renewable energy to reduce our scope 2 emissions. Lastly, our scope 3 emissions, including business travel, commuting, waste, water and purchased goods and services requires multi-criteria initiatives and policies such as **POL002 Environmental Policy**. We understand the need for greater data capture across these emissions and this process will be overseen by our Sustainability Management team to drive change. We are committed to releasing a new sustainable movement policy and promoting active travel measures, ensuring that when travel is necessary, the most sustainable option will be selected.

REL plan to track our GHG emissions in relation to both our annual turnover and headcount so we can calculate relative intensity to our business performance, allowing for consistent, transparent, reliable and comparable disclosure.



Scope 1, 2 and 3 Emissions

Optimisation

- Energy Efficiency
- Engage Suppliers
- Improve Waste Data
- Improve Scope 3 Accuracy
- Landlord Engagement
- Improve Metering

Reduction

- Reduce Fuel Consumption
- Improve Staff Energy Efficiency Knowledge
- Improve data
- Reward and encourage sustainability practices to our employees

Transition

- Procure 100% renewable
- Collaborate with Supply Chain
- Research and Development
- Educate clients

Our Services

Through our technical Geo-Environmental and Sustainability Consultancy services we will continue to regenerate and protect the environment within which all businesses operate, providing for the needs of today and future generations. Using our expertise to conserve, restore, enhance, and regenerate the natural environment. This is where we can make the biggest long-term impact. We want all our consultants thinking about and delivering sustainable solutions on every project we work on.

Through key Geo-Environmental services such as Remediation, Agricultural Land Classifications, Sustainable Urban Drainage Systems, Flood Risk Assessments and Waste Management we will use our expertise to conserve, restore, enhance, and regenerate the natural environment. Many of the project we work on will contribute to sustainable development and enhancing local economies through the provision of jobs and income.

Through key Sustainability Services such as the development of Sustainability Roadmaps and Environmental, Social and Governance Due Diligence Assessments we will embed sustainability within the organisations we work with, improve risk management, enable innovation which ultimately will result in improved financial performance as well as engaging and retain employees.



Partnerships

Our Goal: Ethical and authentic stakeholder relationships creating shared value.

Planned Activity:

1. Sustainability Communications Integration
2. Sustainability Statement
3. Sustainability Dashboard
4. Stakeholder Map
5. Partnering Policy/Process
6. Project Benefit Realisation Summaries
7. Sustainability Disclosure

Our overall aim is to create meaningful partnerships with clients, suppliers, and our communities to accelerate progress and provide strong local revenue streams to achieve our objectives together.

We strive to conduct business with the highest ethical standards, operating with fairness to build trust and engage in honest and open long-standing relationships with clients, suppliers, and colleagues

Stakeholder Relationships

In order to have the greatest impact possible we need to determine the importance of sustainability to our Stakeholders. For REL, our stakeholders are defined as our clients, competitors and staff. Our clients are from a broad range of specialities within the built environment, including Architects, Building Surveyors, Property Owners, Developers, Investments Funds and many more.

As part of the actions developed in our Sustainability Roadmap, we will undertake a Stakeholder Map, aiming to identify key stakeholder and partners which will inform our future reporting. During this process we will aim to utilise a series of feedback surveys, workshops and desktop research including third-party reviews to identify key material information which should be included within our future reporting.

Communications

We understand that our services have tangible sustainability impact, however, our communication of how these benefits are achieved can be improved. Through clear communication we will encourage and inspire a greater change than we could elicit as a single organisation.

In addition, we will promote good practice and provide regular updates to our stakeholders on the progress REL are making with regards to sustainability within our workplace.

Education

We will provide industry leadership that grows our business in socially responsible ways. Continuing to uphold our long-standing close relationship with Newcastle University, providing CPD talks and graduate employment opportunities.

By upholding these partnerships, REL recognize the importance of these relationships and can enhance leadership and engage with the next generation of sustainability leaders.

Disclosure

We are currently record our performance across a range of sustainability criteria detailed within this statement.

This data will be used to create a benchmark year, from which we will develop Key Performance Indicators (KPIs) to achieve our overarching goals. Our progress against these KPIs and goals will be reported on an annual basis. Whilst REL are not required to report on such Non-Financial information, we choose to do so voluntarily.

Our Leadership

We have implemented a leadership structure within Roberts Environmental to ensure that climate, societal and economic risks and opportunities with regards to sustainability are identified and considered within business decisions.

The Sustainability Management Team are responsible for oversight and implementation of our Sustainability Roadmap.

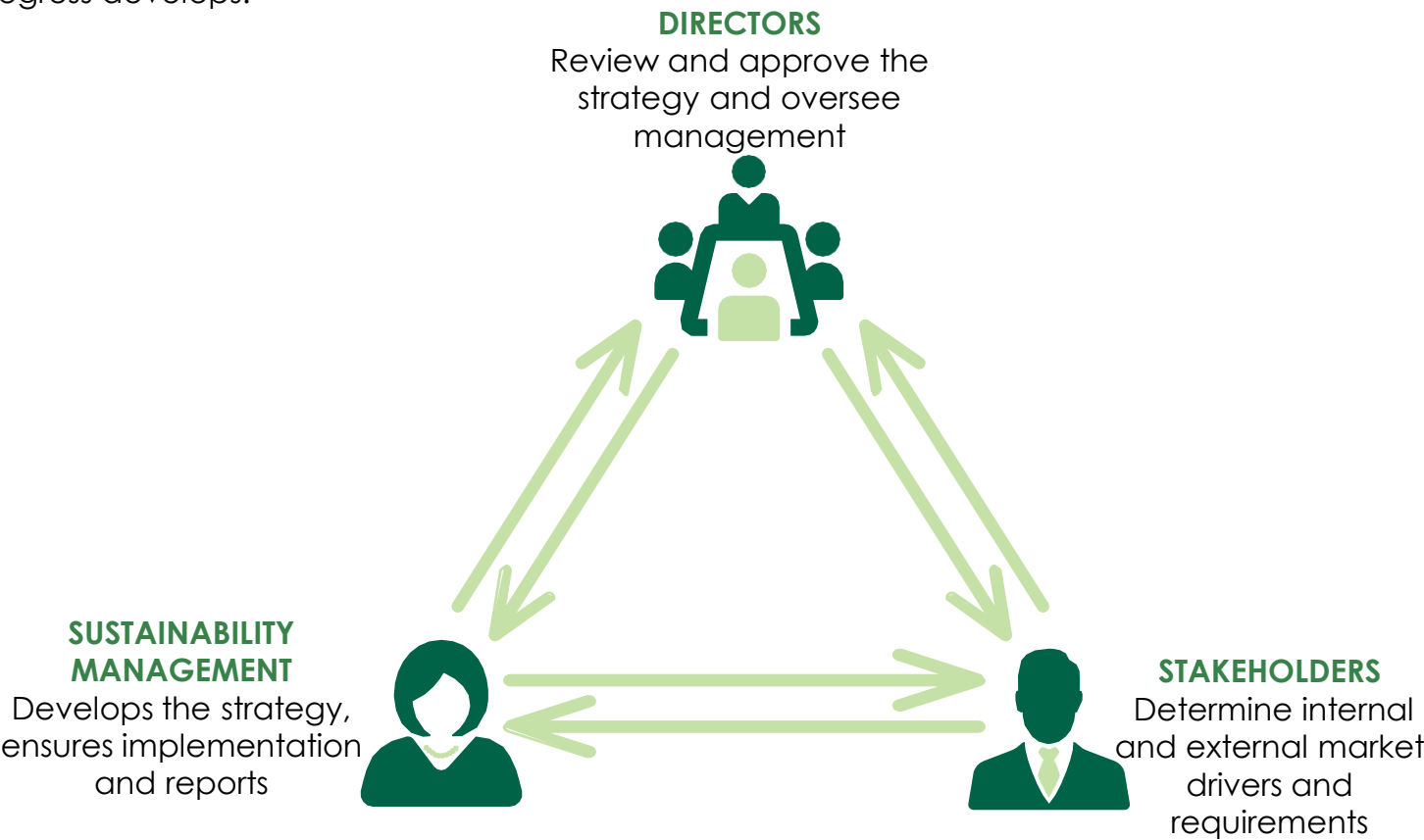
As we develop and continue to embed sustainability throughout the business model and operational practices the team will aim to ensure the early identification, measurement and business integration of risks and opportunities arising from climate change and the low carbon transition.

Governance / Responsibility

Transparency is of key importance to REL for all aspects of sustainability, and is implemented across the roadmap, the commitments, and goals. This transparency is delivered to both clients and REL employees, firstly to clients and prospective clients by producing reports and blogs shared on the website as updates. In addition to sharing emails and informing employees in team meetings letting everyone know how REL are progressing.

Responsible for Future Reporting

As the Sustainability Management team are in charge of implementing the progress of this across the business, it is their responsibility to disclose REL's progress our stakeholders defined as our employees, clients and contractors. This reporting will be continued in the future to maintain transparency as our progress develops.



Ben Lawry
Associate Director – Head of ESG and Sustainability



Emily Broughton
Senior Consultant



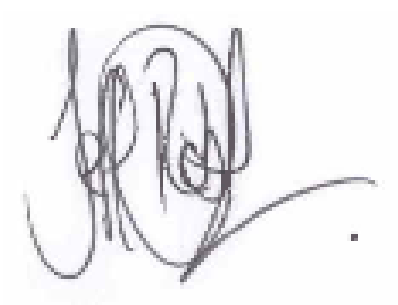
Phoebe Sowerby
Graduate Sustainability Consultant

Closing Statement

At REL we are committed to achieving and implementing sustainability, using all the tools and resources available to us, and as demonstrated above, with the Sustainability Management team providing transparency and reporting our progress on sustainability. We adhere to our purpose, values, and mission statement with both our clients and within the company.

Through the implementation of our Sustainability Roadmap, we will ensure REL's contribution to the SDGs is transparent and focussed. The activities identified have multiple co-benefits; contributing (with intent) to the specific SDGs and securing real business value to REL.

Our Sustainability Roadmap will evolve and change overtime, mainly as activities are completed or revised to adapt to changing business objectives and or external context.



Jeff Roberts
Managing Director
Roberts Environmental Ltd