

Environmental & Sustainability Policy

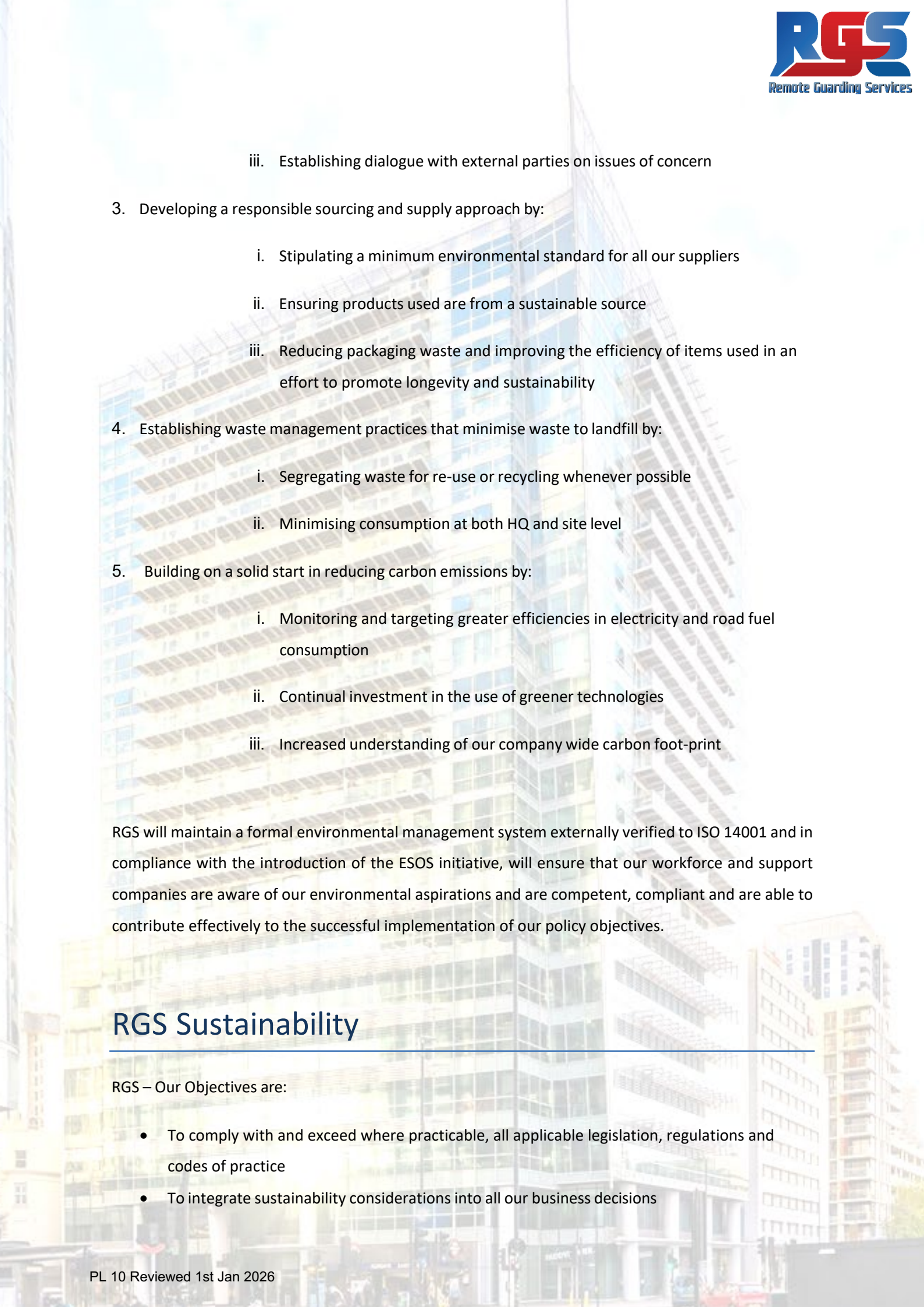
Policy Statement

RGS is a responsible company that recognises its operational activities impact on the environment and is therefore committed to the following:

- a) The adoption of an accountable and responsible culture that makes environmental protection and business values compatible
- b) Compliance with all applicable environmental legislation and other mandatory requirements
- c) The prevention of pollution and the minimising of the extent of environmental damage occurring as a result of our operations and activities
- d) The continual improvement of our business practices and functions with the ultimate aim of improving our environmental performance.

RGS will ensure that these aims are achieved through:

1. Setting realistic and attainable objectives to reduce the negative environmental impact associated with:
 - i. Carbon dioxide and other greenhouse gases produced as a result of our business activities
 - ii. Products and packaging we use as part of our operations
 - iii. Waste we produce both at HQ and site level
 - iv. Local pollution we risk causing
2. Consulting with all of our stakeholders on environmental issues by:
 - i. Maintaining a Non Executive Environmental Advisory Panel of representative stakeholders
 - ii. Inclusion of environmental issues in our internal and external communications

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- A background image of a modern glass skyscraper with many windows, reflecting the sky and surrounding buildings. The building is the central focus of the page.
- iii. Establishing dialogue with external parties on issues of concern
 3. Developing a responsible sourcing and supply approach by:
 - i. Stipulating a minimum environmental standard for all our suppliers
 - ii. Ensuring products used are from a sustainable source
 - iii. Reducing packaging waste and improving the efficiency of items used in an effort to promote longevity and sustainability
 4. Establishing waste management practices that minimise waste to landfill by:
 - i. Segregating waste for re-use or recycling whenever possible
 - ii. Minimising consumption at both HQ and site level
 5. Building on a solid start in reducing carbon emissions by:
 - i. Monitoring and targeting greater efficiencies in electricity and road fuel consumption
 - ii. Continual investment in the use of greener technologies
 - iii. Increased understanding of our company wide carbon foot-print

RGS will maintain a formal environmental management system externally verified to ISO 14001 and in compliance with the introduction of the ESOS initiative, will ensure that our workforce and support companies are aware of our environmental aspirations and are competent, compliant and are able to contribute effectively to the successful implementation of our policy objectives.

RGS Sustainability

RGS – Our Objectives are:

- To comply with and exceed where practicable, all applicable legislation, regulations and codes of practice
- To integrate sustainability considerations into all our business decisions

- To ensure that all staff are fully aware of our Sustainability objectives and are committed to implementing, improving and delivering upon them
- To minimise the impact of all office and transportation activities on our local environment
- To make clients and suppliers aware of our Sustainability objectives and through the adoption of a partnership approach, encourage them to adopt viable sustainable management practices
- To review annually and to continually strive to improve our sustainability performance.

Practical Steps

In order to put these principles into practice we will walk, cycle and/or use public transport to attend meetings and site visits, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.

Travel & Meetings

Include the full costs of more sustainable forms of transport in our financial proposals, rather than the least cost option which may involve travelling by car or air. Avoid physically travelling to meetings etc where alternatives are available and practical, such as using teleconferencing and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients. Other initiatives include the adoption of a paper free working environment the result of the introduction of initiatives such as the creation of the eDOB and the electronic storage and dissemination of all documentation.

Purchase of Equipment & Consumption of Resources

As far as possible arrange for the re-use or recycling of office waste such as computer supplies and redundant equipment. Reduce the energy consumption of office equipment by purchasing energy efficient alternatives and through the promotion of good housekeeping. Ensure that any associates that we employ take account of sustainability issues in their advice to clients.

Carbon Reduction & Off-Setting

As an organisation we are committed to reducing the impact of our business activities on our local community and wider environment and as such are dedicated to the reduction in our carbon footprint and the eventual attainment of carbon neutral status the result of innovative off-setting initiatives. As part of our preparation for compliance with the Energy Savings Opportunities Scheme (ESOS), we have established a close working relationship with the Carbon Footprint Company, the purpose of which is the empirical calculation of our carbon use, impact of operations on the environment and the formulation of a viable program of carbon off-setting which will see RGS becoming one of the first carbon neutral security service providers in the UK.

Date: 01/01/2026

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Position: Director

Signature: *Waheed*