

# Environmental, Social and Governance (ESG) Policy

## Section Eleven

---

At Ramco, we place Environmental, Social and Governance (ESG) considerations at the core of our operations. This policy sets out our intentions and principles to guide decision-making, reduce our environmental impact, create social value, and ensure strong governance across every aspect of our business.

## Environmental Policy

### Commitment and Scope

This Environmental Policy applies to all Ramco staff, contractors, and operations across the UK, including warehousing, logistics, resale, and wholesale activities. It provides the framework for setting measurable objectives and targets and is reviewed annually by the Head of Operations, with sign-off by the Board of Directors. The policy is publicly accessible and communicated to employees, suppliers, and other stakeholders. This policy was developed in consultation with key internal and external stakeholders, including employee representatives, major logistics partners and selected customers, to ensure it reflects our industry, size and UK location.

### Objectives

Ramco commits to continual improvement in environmental performance and to compliance with all applicable legislation, regulations and codes of practice. We set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) objectives, including but not limited to:

- Reduce warehouse electricity consumption through energy-efficient lighting and equipment upgrades.
- Replace diesel-powered vehicles with all-electric
- Achieve 100% segregation of recyclable waste streams by 2026
- Train all staff annually in environmental awareness and spill response
- Reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions annually
- Work with supply chain to reduce Scope 3 GHG emissions

### Key Environmental Principles

To achieve our environmental objectives, we will:

- Ensure management commitment and raise staff awareness of environmental stewardship
- Comply with all relevant environmental legislation
- Manage resources to reduce energy and fuel consumption, minimise waste, and prevent pollution
- Train key staff in environmental issues and promote awareness throughout the company
- Support our customers and suppliers in implementing similar sustainability practices
- Consider technological options, financial implications and stakeholder views when setting environmental targets
- Communicate externally our significant environmental impacts and achievements as requested

# Environmental, Social and Governance (ESG) Policy

## Section Eleven

---

### **Material Environmental Topics**

Following guidance for wholesale, resale and logistics operations, we address the following material aspects:

#### **Energy Consumption & GHG Emissions**

We will track and reduce energy consumption and carbon emissions across all operations, maintaining alignment with the UK Climate Change Act and the Paris Agreement.

#### **Water Management**

Although our operations are not water-intensive, we will monitor water usage, identify opportunities for reduction and re-use, and prevent contamination of local watercourses.

#### **Biodiversity & Land Protection**

We will avoid adverse impacts on local flora and fauna, prevent accidental spills, and, where feasible, support local habitat enhancement projects.

#### **Local & Accidental Pollution**

Robust spill-prevention and waste-handling procedures minimise risk of accidental pollution, including hazardous materials used in equipment maintenance.

#### **Materials, Chemicals & Waste**

We will maintain our “Zero to Landfill” goal and ensure all hazardous materials are handled and disposed of safely.

#### **Product Life-Cycle & End-of-Life**

Through our resale and wholesale operations, we extend the life of products and materials. We provide customers with guidance on environmentally responsible end-of-life options and ensure that hazardous items (e.g. electronics, batteries) are handled in line with UK regulations.

#### **Customer Health & Safety**

All products resold or repurposed will comply with UK product safety legislation, with appropriate documentation and warnings provided as required.

#### **Environmental Services & Advocacy**

We engage suppliers, logistics partners, and customers to promote low-carbon transport, responsible sourcing, and shared sustainability goals, reporting progress annually in our Impact Report.

# Environmental, Social and Governance (ESG) Policy

## Section Eleven

---

### Stakeholder Engagement

We will collaborate with employees, supply chain partners, and customers to incorporate their input and encourage low-carbon practices throughout the value chain.

### Review and Communication

This policy will be reviewed every 12 months, or sooner if significant operational changes occur, and will be made available on our website and in company reports.

More detail can be found in our **Carbon Reduction Plan**.

### Social Value

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:

# Environmental, Social and Governance (ESG) Policy

## Section Eleven

---

- 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.