Impact Report

2025/26



Environment | Social | Governance

Ramco
surplus sorted

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About this report: Environmental and social value data cover the calendar year 2025. Charity fundraising, health and safety data for 2025 and 2026, and headcount are to October 2026. Carbon data was calculated using Sage Carbon Reporting, and our 2024 baseline has been restated accordingly.



Our mission:

Give surplus assets a **new lease of life** and,

by **doing the right thing,**

inspire those we work with to **accelerate sustainability**.

What we actually do

Since 1996 (yep, we're celebrating 30 years in business this year – more on that soon!) we've been helping organisations and businesses find new homes for equipment they no longer need.

From adding value to assets to selling surplus military uniforms and managing large industrial site clearances, our work is diverse. But one thing always stays the same: reuse drives what we do.

Reuse extends equipment life, keeps vital resources in use longer, and lets businesses buy quality second-hand equipment. It's a no-brainer.

For our clients it frees up space, generates a financial return and improves operational efficiency, all whilst helping them become more sustainable.

It's a win for business and a win for the environment.

Sustainability and the circular economy are at the heart of everything we do.

And it's exactly why Ramco was set up 30 years ago.



A message from our founder and MD

Neil Sanderson

This year Ramco turns 30, and our mission hasn't changed – helping organisations get the most out of their surplus assets, while backing people and the planet every step of the way. It's been a year of growth, a few firsts, and some honest lessons.

Thirty years, one idea

What we do has always been driven by one central goal: keeping good equipment in use for as long as possible. In 2025, that meant giving over a million items a new lease of life, more than double the year before. We prioritise working with organisations that share our values and we think it shows in the results.

Progress, not perfection

Reuse is good for the planet and we're proud to help drive it. We're also committed to managing our own footprint. Our emissions rose in 2025, but because the business grew, our carbon intensity fell 12.9%. It isn't perfect – but it's measurable progress that we can build on. Our updated Carbon Reduction Plan sets out our next intensity targets.

The people behind it

None of this would be possible without the team. We now employ 57 people and continue to invest in their development. We're proud to have earned a place in The Sunday Times Best Places to Work 2026 award, whilst taking the survey's lessons on board.

We also proudly launched Operation Upcycle, turning surplus military textiles into sustainable fashion while creating meaningful environmental and social impact.

This report lets us look back honestly, celebrate what we've achieved (and reflect on what we haven't), and say where we plan to head next.

Thank you to every client, partner and colleague who has been part of the last thirty years. We're excited to see what's next.



This year marks Ramco's 30th anniversary.

We started with five people, survived a fire, and now employ 57.

Here's a look back at how we got here.



2017

20 YEARS ANNIVERSARY

Ramco celebrates achieving 20 years in business with a day at the races, and adds ISO 22301 certification.

ISO 22301



2020

We gain 30 new clients whilst battling the challenges of the global pandemic.

We land 30 new clients including Legoland, Mitchells & Butlers and ISS. Four members of our team celebrated 20 years with Ramco.

2021

We win the MoD scrap metal contract and another waste2zero award.

Awarded a UK-wide MoD scrap metal contract and win another waste2zero award. 50 new clients added from the energy, hospitality and entertainment sectors.

waste2zero 2020 WINNER

2022

National Highways become a client with a fleet of vehicles.

national highways

We manage the disposal of road gritters and traffic officer vehicles for National Highways and win a Footprint Sustainable Supplier award.

2023

Ramco wins the MoD contract again, now including clothing and textiles and helps BBC studios.

We also win a Green Apple Award award for Environmental Improvement.

BBC EUROVISION SONG CONTEST

2024

Textile sales double estimates and Ramco joins with new client Uniper.

18 new staff members join our team.

We sell plant and machinery from the UK's last coal-fired power station for international energy giant Uniper.

uniper





2025

Ramco introduces Operation Upcycle, a reuse initiative all about transforming military textile waste into contemporary fashion garments.

Ramco Textiles launches, an online shop selling British military surplus to end-users including military enthusiasts and outdoor explorers.

Ramco's first ever ESG Impact Report is published and five new employees join the team.

Operation Upcycle®
Powered by Ramco



Ramco TEXTILES



NOW

57 employees

Over **1 million** items reused in 2025

Over **350** clients

And our mission never changes:
give surplus assets a new lease of life.

What ESG means to us

ESG shapes how we operate, grow, and create lasting value.

Our commitment to ESG reflects our belief that doing good benefits business and everyone around us. Ramco's continued success rests on sustainability, community, and ethical leadership – so that's what drives our business plans and strategies.

We included all of this in last year's report, but it's important to keep it front and centre, because everything that follows is measured against it.

Environment

- Promoting reuse and circularity by extending the life of equipment
- Minimising the impact of our operations on the environment, and managing our carbon footprint
- Committing to Net Zero by 2050

Social

- Looking after our staff and community
- Supporting local suppliers
- Promoting volunteering
- Staff training and development

Governance

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

Our 2025/26 highlights

Actions and impact

Social

Entered **The Sunday Times Best Places to Work** staff survey and earned the award with a 75% engagement score.

THE SUNDAY TIMES Best Places to Work 2026 SMALL ORGANISATION

Launched Operation Upcycle to transform military textiles into sustainable fashion products, with support from the **University of Southampton** and the veteran charity **Help for Heroes.**

OpUp

HELP for HEROES

University of Southampton

Progressed towards our target of helping raise £50k towards charitable causes through donations and partnerships.

£27,218
generated so far

Environment

1,147,051 items
given a new lease of life in 2025

That's more than double 2024

- Achieved an **EcoVadis score of 72** placing us in the **top 14%** of all assessed organisations, with a Silver medal.

ecovadis

- Implemented a warehouse efficiency project to reduce operational requirements and energy consumption.
- Reduced our carbon intensity by 12.9%.

Governance

- Achieved ISO 27001 certification.

ISO 27001 INFORMATION SECURITY ISO 27001

- Introduced a Sustainable Procurement Policy that aligns with our operations and encourages carbon reduction throughout our supply chain.



Our work and progress



Environment

Environment

Our work helping organisations ensure their surplus assets are reused means that looking after the environment is ingrained in what we do.

Here's an example:

£787,500
generated for NRS
(since 2018)

76,794
items rehomed
(since 2018)



CLIENT CASE STUDY

Driving impact for NRS

Nuclear Restoration Services (NRS) is responsible for the safe and sustainable decommissioning of several first-generation nuclear power generation and research sites across the UK.

- Ramco's work with NRS began at its Bradwell site in 2018, clearing 61 lorry loads of assorted equipment, and helping it achieve a major milestone – becoming the first nuclear power station in the country to enter care and maintenance.
- The success marked the start of an eight-year partnership that's grown to cover the length and breadth of the UK – with equipment from across 12 sites diverted from waste streams and instead given a new lease of life.
- Working together, we've set the UK standard for sustainable and compliant asset disposal within the nuclear industry, which is both good for business and good for the planet.





This environmental focus doesn't just stop at the services we provide to clients – it extends across our entire team, culture, and operations.

A few of our green actions:



Replaced our 15-year-old HVAC system at a cost of nearly £90,000



Implemented a warehouse efficiency project to reduce operational requirements and energy consumption



Introduced a company-wide green choices survey to encourage sustainable travel and environmental-led decision making

zero waste

to landfill

EcoVadis score of

72

placing us in the

top 14%

Our goal:

Net zero by 2050

(or earlier)

Our carbon footprint:

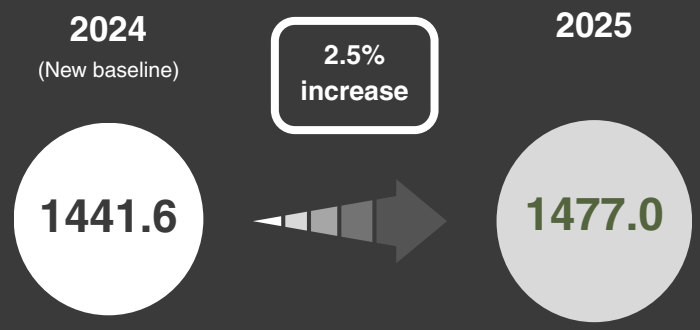
This year, building on our first Carbon Reduction Plan (CRP) – and as part of our commitment to continual improvement – we've transitioned to the Sage Carbon Reporting system to better track, measure, and manage our emissions.

Upgrading to Sage Carbon Reporting brings access to more granular data analysis, updated emissions factors, and improved reporting. So to keep our data comparable year on year, we reset our 2024 baseline, restating our emissions from the previously reported 933.08 tCO2e to 1441.6 tCO2e.

The Carbon Intensity ratio measures emissions relative to turnover (tonnes of CO2e per £1m). We find this an important measure because it shows we're making progress even as we grow. Last year, our emissions rose 2.5% from the new 2024 baseline, but because turnover grew 18%, our intensity fell 12.9%.

Total emissions:

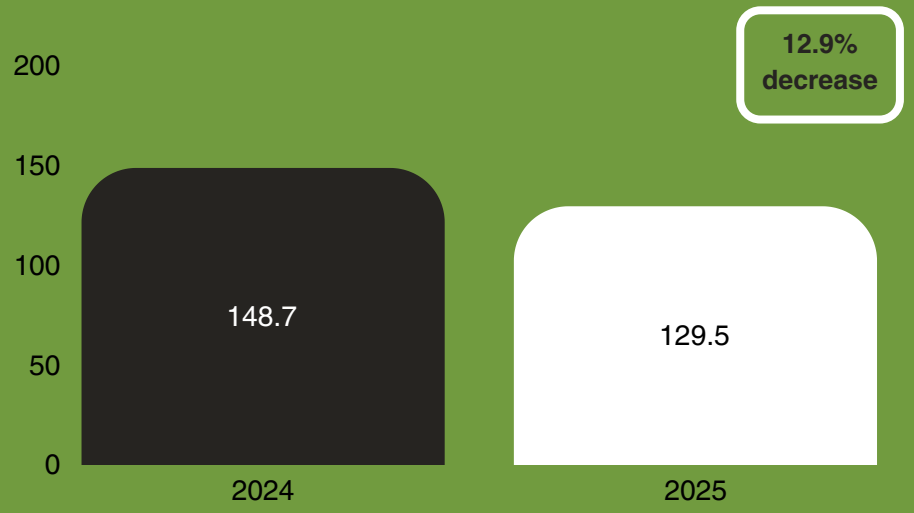
(Total tonnes of CO2e emissions)



Reported as 933.08 using our previous carbon reporting method.

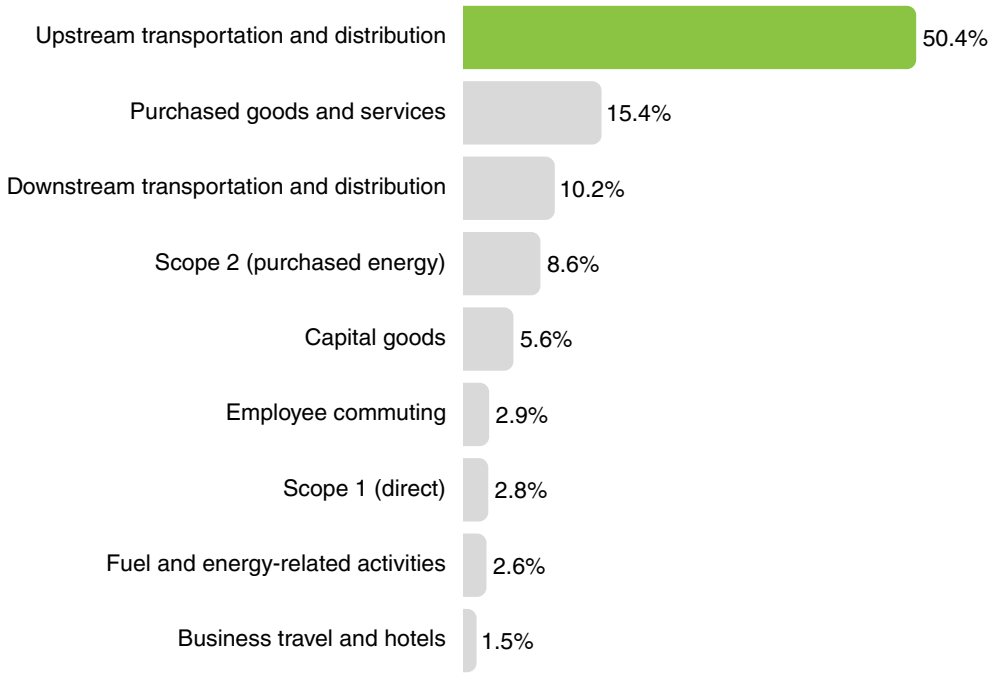
Intensity ratio:

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



Where our emissions come from:

Our 2025 emissions, by activity



Scope 3 (everything except Scope 1 and 2) makes up 88.6% of the total

For a full breakdown of our emissions, as well as further detail on carbon reduction projects, proposals, and targets, view our updated **Carbon Reduction Plan**, published in September 2026.

Most of our emissions are Scope 3 (and indirect), which means we have limited control, and managing them as we grow is difficult.

But we work closely with our suppliers to consider net-zero and focus on what we can do in the meantime, such as careful route planning, encouraging on-site sales to reduce transport requirements, and backloading stock to reduce journeys.

Ramco surplus sorted

Extending the life of surplus equipment:

Giving surplus equipment a new home already extends its life and keeps it out of waste streams. But to give it the best chance of a longer second life, Ramco takes every opportunity to add value and make equipment more desirable to buyers. Here are a few examples.

Helping our clients extend equipment life is our core environmental service. Through resale, testing, cleaning and refurbishment where appropriate, we help surplus equipment remain in use. We also use case studies and customer communications to encourage organisations to consider reuse before recycling or disposal. In 2025, we gave 1,147,051 items a new lease of life.





We cleaned two generators (above shows before and after photos of one of them), and provided engineering inspection reports to prepare them for a new home.



We recognised the reuse potential in a twenty-year-old brake tester destined for the scrap heap. Ramco tested it, got it running, and created a promotional video to attract interest. It sold for over £7,000 – 40 times its scrap value.



With an on-site automated 360° photography booth, we create dealer-quality vehicle listings with photos from every angle, to help ensure they find a new home.

SPOTLIGHT

GIVING MILITARY TEXTILES A NEW PURPOSE

Operation Upcycle®
Powered by Ramco

711,000 tonnes of post-consumer textiles are discarded in the UK every year. (WRAP, Textiles Pact)

Why OpUp®

Every year, thousands of military uniforms are retired due to damage, design updates, or reaching the end of service life. Many can't be resold and risk adding to that total.

What we're doing

Ramco launched Operation Upcycle – a national initiative turning surplus military textiles into contemporary, purpose-driven fashion.

As OpUp progresses, it is designing, manufacturing, and selling sustainable fashion garments and accessories through retail channels, with social benefit integrated throughout.

Who's involved

Partnerships with the University of Southampton, Help for Heroes and HM Prison & Probation Service form the project's backbone, supporting national reach and social impact through collaboration.

Our impact and aims

Through its partners, Operation Upcycle is creating opportunities to educate the next generation of designers, support veterans on their journey to recovery, and help people in the prison system build skills for reintegration into society.







Find out more at operationupcycle.co.uk

HELP for HEROES

HM Prison & Probation Service

University of Southampton



Social



Social

Doing good for people, and making Ramco a **great place to work.**

Last year, we said we want our team to feel valued, supported, and respected, and to have fun while they're here. Those core elements of our culture will always be important to us, and we're proud of the steps we've taken to monitor and achieve them so far.

Beyond our own walls, we push reuse by showing other organisations why surplus assets should be given a new lease of life. We support schools, back local businesses, and donate surplus equipment and clothing through our network of charities to people who need it.

In last year's report, we mentioned using the Social Value Portal (SVP) to help us track and measure our activity and impact. Recognising that the funds we spent on SVP could be better invested in creating genuine social impact rather than in a reporting tool, we've since begun using MeasureUp – an open-access platform that aligns with the UK Treasury definition and focuses on well-being and quality of life outcomes.

Due to this new approach, the social value generated data cannot be compared with the £620,582 in last year's report.

Our social value impact

in numbers, in 2025

Figures calculated through the online MeasureUp tool and values



£609,000

local GVA (Gross Value Added) generated through spending with local suppliers.



£152,250

of employment and wellbeing value generated through full-time roles for people who would not be in work otherwise.



£4,375

generated for charities in 2025 through financial and equipment donations.



£65,400

of economic value from two staff members who completed a leadership apprenticeship.



Our team

Last year we set ourselves a target: to be recognised for what it's like to work at Ramco through a Place to Work award. One year on, we've achieved it, earning a place in The Sunday Times Best Places to Work 2026 (small organisation category).

In previous years, we've measured employee satisfaction with our own staff survey. The awards gave us a chance to replace it with a survey built on a fixed, standardised framework, so we can compare ourselves against national and industry averages and not just against our own last result.

The overall results:

- 75% engagement score
  - Compared with relevant industry categories:
    - 11% below 'Wholesale' and 5% below 'Business and Management Services' averages
    - On par with 'Retail'
- 100% completion with 49 eligible employees

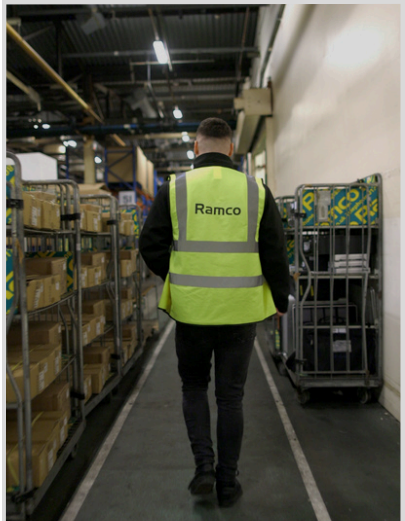
A new baseline:
Because the surveys were different, our 75% achievement can't be compared directly with the 83% satisfaction score we reported in 2024. Instead, we're going to use it as our new baseline while we continue entering The Sunday Times Best Places to Work award.













What the survey told us:

The positives:

89%

said they feel safe at Ramco

80%

said they feel proud to work for Ramco

What's next:

We want to maintain our place in the awards year on year and start by raising our engagement score to 80% in 2027.

Areas we can improve:

64%

said information is shared with them freely and openly

67%

said their views are heard at work and that they are empowered to make decisions

Through written responses, the survey also highlighted areas of improvement in communication, training and workload. We've discussed the results with the whole team and identified actions we can take to improve satisfaction and how people feel about working at Ramco.

Growing and supporting our team

Since we surveyed the team in March 2026, Ramco has grown to 57 people. We've backed our team with training and development, including forklift licensing, a leadership apprenticeship, and a staff member becoming an MNAVA-certified auctioneer and valuer. More on that on the next page.

Training and development

A few examples:



Henry | BD Manager

Completed MNAVA training and became a qualified Valuer and Auctioneer, able to assist clients with reliable valuations and equipment sale via auction.



Sam | Contract Manager

Completed the NEBOSH National General Certificate to help him effectively lead on bespoke decommissioning and equipment removal projects with complex requirements, ensuring operational health and safety throughout.



Ben | Auction Supervisor

Completed a Leadership apprenticeship to aid his ability to oversee our auction process, team efficiency and operations, ensuring sales run smoothly.

Charitable impact

In last year's impact report, we set out a target to raise £50,000 for charitable causes by 2029.

Here is our progress:

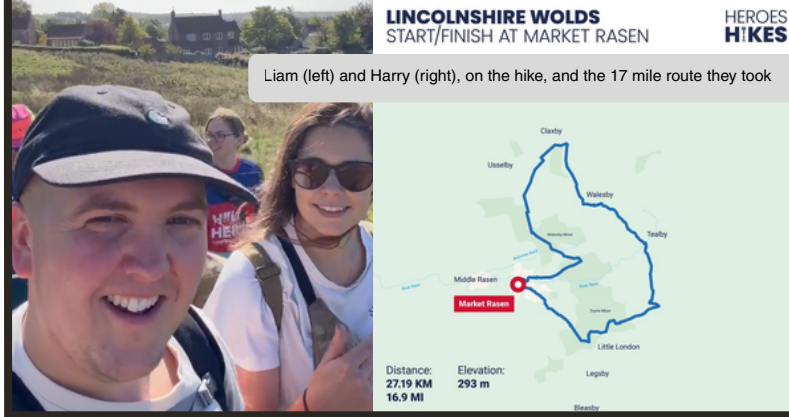
£27,218 raised so far (to October 2026)

£50,000 target by 2029

54%

And a few examples of how:

- Introduced an initiative where Ramco matches the total amount team members raise through their personal charitable efforts, up to £4,000 every year.
- Partnered with Help for Heroes and provided funds including:
  - £20,000 as part of the commercial OpUp partnership.
  - £1,000 donated from monies found processing military textiles.
  - £500 to match donations for Harry and Liam (two team members), who took on a 27km hike in the Lincolnshire Wolds.
- Matched £628 raised by Ramco's Sales Manager Elliott, who walked 50 miles in a month for Dementia UK.
- £500 donated to The Clink Charity, one of our clients.



Liam (left) and Harry (right), on the hike, and the 17 mile route they took



Veterans Graham and Dan at a Help for Heroes workshop at the University of Southampton

Charities we've supported in 2025/26

Daniel's Kitchen
The Clink Charity
The Salvation Army
Marie Curie
Lincs & Notts Air Ambulance
DementiaUK
al's pals
LIVES.
Help for Heroes



Governance

Responsible business

How we keep ourselves accountable

Who's responsible for what

Role:	Responsibility:
ESG Lead and Marketing Supervisor	• ESG and impact report
Head of Operations	• Health and safety • Operational carbon commitments and efficiency • Warehouse and logistics
Finance Director and Head of HR	• Carbon reporting • Ethics and procurement • Workforce matters
Compliance Manager	• Compliance and supplier management

How we check ourselves

Independent audits cover our standards, including five ISO certifications, and EcoVadis independently rates our sustainability performance. We also publish this report every year, including areas where we need to improve.

What we hold ourselves to

Our policies set out how we operate and how we expect our suppliers and partners to operate. These include anti-bribery and corruption, modern slavery, whistleblowing, data protection and information security, equality and diversity, and sustainable procurement.

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

Who we choose to work with

Our Sustainable Procurement Policy and Supplier Code of Conduct set standards for safe working conditions, fair pay and working hours, human rights, non-discrimination, environmental management and ethical conduct. We're in the process of obtaining signed acceptance of our Code from key suppliers and reviewing relevant policies, licences, certifications and insurance – identifying gaps for follow-up.

As a Fair Payment Code Gold business, we pay suppliers fairly and promptly. Our local spending generated £609,000 of local GVA in 2025.

£609,000
local value from spending with local suppliers

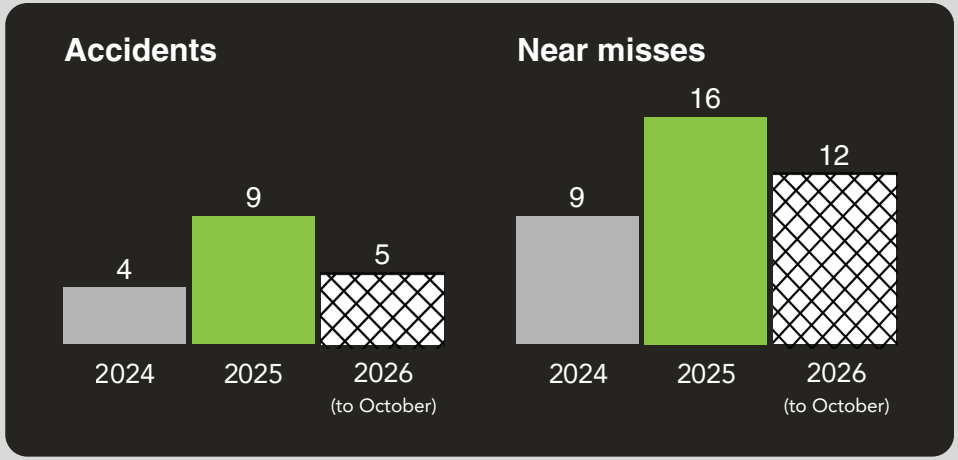
2026
became Fair Payment Code certified

20 out of 26
key suppliers (76.9%) signed to Supplier Code of Conduct, as of November 2026

Health and Safety

Keeping our team safe

Looking after our people comes first at Ramco, and we're certified to ISO 45001, the international standard for occupational health and safety. **We report our figures openly, including when they go the wrong way.**



Why the numbers went up

Both figures rose in 2025. This is because our team has nearly doubled since 2023. We also introduced a new processing line that requires manual work and increased material handling. More people doing more hands-on work and more forklifts moving around the site mean more chances for things to go wrong, and our figures reflect that.

What we're doing about it

We encourage our team to report all accidents and near misses, and although they've only been minor (and not RIDDOR-reportable) so far, we recognise the importance of managing this as best as we can. By focusing on reducing near misses from the outset, we can fix issues before anyone gets hurt, and subsequently reduce accidents too.

We've trained our Head of Operations, Adrian, as a qualified forklift instructor. This means staff members involved in minor incidents can be retrained quickly. Adrian also uses his experience to revoke licences or remove forklift duties from staff following any serious or risky incidents. By recording our near misses, we also discuss outcomes with staff and provide further training if required, to reduce recurrence.

In our recent survey,

89% of staff

said they feel safe in their working environment

Certifications and standards

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

At the core of this are five ISO Standards we operate to:

- 9001:2015 Quality Management
- 14001:2015 Environmental Management
- 45001:2018 Occupational Health and Safety Management
- 22301:2019 Business Continuity Management
- 27001:2022 Information Security Management

We delivered on the commitment made in last year's impact report by achieving ISO 27001 certification. We further added to this by achieving the Gold standard Fair Payment Code certification – with 95% of all invoices paid within 30 days.

We achieved an EcoVadis score of 72/100 and a Silver medal. Our next priorities are to strengthen sustainable procurement, demonstrate how our supplier standards are applied, and improve the clarity and coverage of our sustainability reporting as we work towards Gold.

Trusted by...

We're proud to work with some fantastic clients. Here are a few of them:

Ramco surplus sorted

Ministry of Defence

national highways

Merlin Entertainments

Nuclear Waste Services

Paramount

centrica

PRG

worley

BBC

Met Office

NRS Nuclear Restoration Services

NetworkRail

Nando's

Places for People

GXO

uniper

Government Commercial Agency

Ofcom

Compass Group

UK Atomic Energy Authority

What they say about us:

"Working with Ramco means our surplus equipment is given a new lease of life, helping us divert assets from waste streams and contribute to the circular economy. A really great service all round, and we appreciate the professionalism and knowledge of their team."

Jo Lindsay | Senior Associate Assurance and Enforcement Officer and Fleet Management, Ofcom

Ofcom

"We are committed to doing everything we can to protect people and the environment. Our partnership with Ramco helps us do just that. All sorts of assets that would have otherwise been scrapped are finding new homes and the financial returns have been a real bonus. Knowing that so many items have been kept in use rather than going to waste is incredibly rewarding."

Louise Dyche | Asset Disposal Manager, Nuclear Restoration Services

NRS Nuclear Restoration Services



Goals and plans so far, and looking ahead

Goals and plans

Progress from last year

Last year's goal	Status
Gain recognition as a great place to work	**Achieved:** The Sunday Times Best Places to Work 2026
Achieve staff survey score of 85%	**Replaced with the standardised survey:** 75% is our new baseline
Raise £50,000 for good causes by 2029	**In progress:** £27,218 so far (54%)
Reduce emissions and intensity	**Partly achieved:** intensity down 12.9%, emissions up 2.5%
Introduce a yearly green choices survey	**In progress:** soon to be carried out in 2026
Achieve ISO 27001	**Achieved**
Obtain EcoVadis Gold (top 5%)	**Not yet:** score of 72, top 14%
Publish our impact report every year	**Done**

Goals and plans

Our targets for 2026 and onwards

Environment

108 tCO2e per £1m turnover intensity ratio in 2026 (for 2027 report), down from 129.5 in 2025 (a further 17% cut)

Reduce our upstream transportation emissions by **50** tCO2e in 2026 (for 2027 report) through route planning, backloading and on-site sales

Measure and publish the carbon avoided through reuse, starting with our 2030 report

Social

80% engagement score in 2027 staff survey, up from 75%

At least **70%** on our two lowest survey scores, information sharing (64%) and feeling heard (67%)

£50,000 raised for good causes by 2029 (£27,218 so far, to October 2026)

Keep our place in The Sunday Times Best Places to Work

Governance

Achieve **Gold** EcoVadis rating in 2027, up from our current score of 72

Maintain our five ISO standards and our Fair Payment Code certification

Publish this report every year

95% of all active key suppliers signed up to our Supplier Code of Conduct (up from 76.9% in November 2026), by the end of 2027

Complete a documented environmental and social assessment of all active key suppliers, by the end of 2027

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



We’ll keep pushing forward step by step to consistently improve our ESG performance, driven by our commitment to the planet and people.

01754 882212
businessdevelopment@ramco.co.uk
www.ramco.co.uk/contact-us

Ramco surplus sorted

Got surplus assets?
Let's talk.

Ramco UK Limited

RamcoUK

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