

RCA GLOBAL LTD: Sustainability Policy

RCA Global Ltd are committed to promoting an ethical and sustainable operation:

In order to achieve this, we endeavour to

- Incorporate Environmental and Sustainability factors into business decisions
- Comply with all relevant regulatory requirements
- Continually improve and reduce the environmental impacts of our activities
- Increase our employee's awareness through training
- Improve and regularly monitor environmental performance

RCA Global Ltd undertake to do the following:

Waste and Waste management

- Work with our suppliers to adopt circular economy principles
- Maintain a recycling rate of greater than 85%
- Endeavour to minimise waste to landfill

Engagement and Culture Change

- We will endeavour to raise awareness of environmental sustainability and embed sustainable behaviours in our staff through:
 - Carbon literacy:
Educate staff on carbon impacts.
- Be on the lookout for manufacturing partners in the UK or Europe to reduce our carbon footprint and have a source closer to our domestic market.
- Detailed aspects of our policy we also constantly kept in focus are:
 1. **Payment** - Pay on time to agreed payment terms.
 2. **Sustainable Supply Chain Development** - Improve our combined capability to deliver sustainable outcomes.
 3. **Encourage Supplier Diversity** - Offer small and medium enterprises, social enterprises and local businesses the opportunity to participate in our supply chain
 4. **Developing Skills and Talent** - Recruit locally and provide opportunities for graduates, trainees skills training and work experience.
 5. **Labour Standards** - Implement a proactive approach to tackling modern slavery and labour exploitation and work to eliminate these practices in our wider supply chain.
 6. **Community Engagement** - Engage positively with the local community and work to avoid disruption to local people.
 7. **Social Value** – Be aware of the local social, environmental and economic impact of our supply chain.

8. **Environmental Management** - Work to reduce the key environmental impacts of our operations and work with suppliers and subcontractors to minimise and manage these impacts and ensure legal compliance.
9. **Energy & Carbon** - Reduce our operational energy use by replacing remaining incandescent lighting with LED lighting and occupation sensor controls.
10. **Vehicle Fleet** RCA Global Ltd have a target of introducing hybrid/electric vehicles to our fleet by 2030.
11. **Air Quality** - Reduce impacts on air quality by controlling dust and harmful emissions.
12. **Ethical Sourcing** - Source products, materials and services ethically through recognised and credible standards.
13. **Circular Economy & Resource Efficiency** - Minimise waste and use of materials and give preference to materials, products and services with greatest circular-economy benefits.

Signed - *Rolf Smaldon*

Name - Rolf Smaldon

Date - *15/11/2024*

Position - Managing Director

RCA Global T/A Renaissance