

1. Introduction

At RAM, we are committed to promoting environmental sustainability and reducing our carbon footprint. As part of our dedication to protecting the environment, we have established this Environmental Policy to guide our actions and set specific targets to reduce greenhouse gas emissions. This policy is applicable to all operations, staff, and activities conducted by RAM.

In 2023 our company CO2 emissions were 49.75 tons, which worked out as 2.76 tons per person. In 2024, we will try and reduce this by 30% to 34.8 tons, or 1.93 tons per person.

2. Detailed 2023 Reflection

Last year, we saw incredible growth as a company whilst remaining mindful of our environmental commitments and responsibility. We were keen to quantify our environmental impact so that we could set numerical targets and have a framework to work towards. This led us to undertaking the prestigious EcoVadis assessment, for which we were awarded bronze. This year, one of our main goals is to achieve silver, which we plan to achieve through the guidance and improvement measures suggested.

The below areas are linked to achieving our silver EcoVadis score, but as we did in 2023, we will treat them as individual areas.

3. Scope 1 Targets (CO2e from Gas Consumption)

In February 2022, RAM installed a heating and cooling converting system, resulting in a significant reduction in gas consumption. Compared to 2021, our gas consumption decreased by 33% to 29,927 kWh annually. In 2023, we further reduced our **gas consumption to 28,704 kWh. In 2024 we will aim to reduce this to 27,000 kWh.** This will be achieved by adopting more conservative practices with radiator heating and relying more consistently on the electrically powered heating/cooling system.

4. Scope 2 Targets (CO2e from Electricity Consumption)

RAM takes pride in its net electricity consumption, having been carbon negative since the installation of solar panels in 2015. In 2023, our solar panels generated 29,414.00 kWh, while our electricity consumption was 9,397 kWh, meaning we contributed more than three times the electricity we used back to the grid.

In 2024, we are likely to consume more electricity than in 2023 due to having transferred 75% of the company fleet over to electric. **However, we are committed to maintaining our electricity consumption vs. contribution ratio.** Our focus will be on energy conservation and optimising efficiency to sustain our carbon-negative status.

5. Scope 3 Targets (CO2e from Staff-Related Emissions and Work Travel)

a) Commuter Emissions

RAM acknowledges that the collective commute miles of our employees result in relatively high emissions of 1.9 Metric Tons CO2e per capita. To address this, we have introduced an electric car

scheme to encourage our employees to switch to electric vehicles. In October 2023, we had electric car charging ports installed and as of February 2024, 75% (3/4) company cars are electric. Thus, we expect that there will be a rise in electric usage, **but we aim for it to still fall well below what we generate with our solar panels which generated nearly 30,000 kWh in 2023.**

b) Work Travel

We are dedicated to reducing the length and frequency of journeys for external salespeople. Instead of aiming for **4 days out of the office per week, we will limit it to 2 or 3 days while ensuring that appointments in the area are maximised for efficiency.**

c) International Travel

RAM recognises that international travel is sometimes necessary for business activities. However, we commit to reducing our annual air miles from **10,000 to approximately 8,000** by being more selective with the international events we attend. This effort will primarily impact the Directors and external salespeople.

6. Recycling

In 2023, our waste totalled 1324kg, of which 53% was recyclable. We aim to improve this to 70% in 2024. This will be achieved by reusing boxes and opting for recycled/recyclable packing (e.g. shredded paper rather than Styrofoam).

7. Monitoring and Reporting

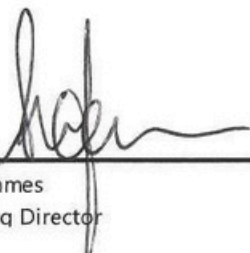
To ensure the effectiveness of this policy and track progress towards achieving our targets, we will conduct thorough quarterly checks of all the above metrics. Charlotte James, as the Environmental and Sustainability Manager, will be responsible for regularly reporting our environmental performance to the management and employees.

8. Continuous Improvement

RAM remains dedicated to continuous improvement in environmental performance. We will regularly review this policy, considering technological advancements and best practices to further minimise our environmental impact.

By adhering to this Environmental Policy, RAM is committed to being an environmentally responsible company, setting an example for others in the industry and contributing to a sustainable future.

Signed:

X 
Robert James
Managing Director

X 
Richard James
Managing Director