

Sustainability Policy

1. Introduction

This Sustainability Policy applies to all of RETN's activities, products and services. All staff in RETN will follow the principles of this policy and supporting guidance to assist RETN in meeting its sustainability objectives.

A widely accepted definition of sustainable development is Development which meets the needs of the present without compromising the ability of future generations to meet their own needs (The Brundtland Commission 1987).

RETN recognises the importance of sustainable development for future generations and that its decisions and actions affect society and the economy, as well as the environment and natural resources at local, national and global levels. Our Sustainability Policy is based upon the following principles to which RETN is committed to:

- maintaining compliance with all applicable legislative and regulatory requirements and agreements as a minimum standard;
- reviewing all our activities and operations in order to identify, understand and evaluate all the direct and indirect environmental aspects and impacts, and prioritise action to address them;
- to integrate sustainability considerations into all our business decisions;
- supporting continuous improvement by establishing sustainability performance targets that are reviewed and externally reported annually;
- ensuring that sustainable development is fully understood by staff and all interested external parties and is enshrined within all aspects of planning and activities, and that they are fully committed to implementing and improving it;
- to minimise the impact on sustainability of all office and transportation activities;
- to make clients and suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices;
- to review, annually report, and to continually strive to improve our sustainability performance.

2. Impacts and Objectives

In order to implement this policy, RETN has undertaken a baseline review and has determined the following key sustainability impacts and associated objectives.

2.1. Energy and water

To reduce energy and water use and establish a utilities monitoring and targeting system and to continue to explore the possibilities of less carbon intensive energy sources either through the purchase of renewable energy or through an increased use of onsite renewables.

2.2. Waste and natural resources

To prevent pollution by reducing emissions and discharges and to promote the zero-waste principle (rethink, reduce, reuse, recycle) in order to minimise the environmental impact of waste disposal and use of natural resources.

2.3 Procurement

To develop and implement a sustainable procurement policy that integrates environmental and social issues with economic issues and that supports the use of products and services from contractors and suppliers who are in accordance with RETN's Sustainability policy.

2.4. Education and Research for Sustainable Development

To further encourage the training of and research into sustainable development at RETN.

2.5. Transport

To develop and implement a Companywide green travel plan in order to minimise emissions arising from business travel, commuting and service delivery.

2.6. Construction and Refurbishment

To incorporate the principles of sustainable development into any new build or refurbishment projects.

2.7. Community Involvement

Build partnerships and take part in networks to share experience and knowledge of sustainability with the broader community and contribute to debate on sustainability issues.

2.8. Health, Welfare and Safety

Promote the highest standards of health and safety for our staff, contractors and visitors and provide a good working environment for our employees, treating them with fairness, dignity, and respect.

2.9. Training, awareness and communication

Increase the awareness and understanding of sustainable development amongst staff through learning opportunities and training.

3. Adoption

RETN's Sustainability Policy is fully supported by RETN's Chief Executive Officer, who has ultimate responsibility for the sustainability performance of all undertakings. All staff, visitors and relevant external stakeholders share this responsibility.

4. Review

This policy was approved by the Chief Executive Officer on 01/04/2023 and is subject to annual review.