



Environmental & Social Responsibility

ESG Impact Report

A Review of 2023



Welcome to RVT Group's 2023 Environmental & Social Responsibility Report

At RVT Group, we recognise our increasing environmental and social responsibilities as a growing company. As such, our ESG strategy (originally devised in 2022) guides us as we seek to reduce the impact that our operations have on the environment, while building positive relationships with our staff, customers, suppliers, local community, and the industries we serve.

This report celebrates the positive contribution RVT Group made towards protecting both people and the environment in 2023, and each year we will publish an updated report to remain accountable to our ESG strategy.

RVT Group Directors

"We are passionate about protecting the long-term health of people and the environment, and it is our vision to achieve a world where the impact of site work on life, health and the environment is effectively zero."



Phil Dupont



Tim Dupont



Julian Hayward



Tim Chattell

Protecting our Environment

RVT Group are on a journey to Net Zero, and we are continuously adjusting our operations to help us get there.



Our offices are on renewable energy electricity tariffs, to help reduce carbon emissions.



We always follow best practice when disposing of any waste or chemical substances.



We actively choose to work with suppliers and transport providers who have carbon reduction plans in place.



33% of RVT's vehicles now hybrid or fully electric.



One of our key targets is waste reduction. In 2023, 99% of our waste was recycled.



Our maintenance team refurbished over 400 pieces of equipment in 2023, improving our resource cycle.

Independent Verification



RVT have worked with third party consultants to confirm our carbon metrics and decarbonisation activity.

In 2023, our CO₂e was calculated at **78.9 tonnes** per £million turnover, and our CO₂e per head was calculated at 25t (down from 28.3t in 2022).

There was a slight error to our reporting in 2022; we reported 103.6 tonnes per £million, however the updated figure is **100.9 tonnes** per £million. This is actually good news as we performed better in 2022, than we originally thought!

We have also had our processes reviewed by Ecovadis, which is a SaaS sustainability assessment solution designed to provide accurate carbon accounting and emissions reporting.

In 2023, we achieved an Ecovadis score of 56, meaning we qualified for a "Bronze" sustainability rating. Since then we have implemented new reporting processes and procedures, and we will be applying for our updated score in Q2 2024 and look forward to working towards a "Gold" future!



Protecting our Environment

Environmental Funding

We previously helped to fund three environmental projects through 'Ecologi'.

- **Peatland Restoration and Conservation in Indonesia**
- **A Wind Power Project in Thailand**
- **Electricity Generation from Landfill in Brazil**



These projects are now fully underway and are helping to protect wildlife habitats and reduce carbon emissions.



Green Solutions For Customers



Water Treatment

We continued to develop our EnviroHub water treatment range designed to remove silt and neutralise pH levels. Since EnviroHub's launch in 2022, our customers have treated and discharged 809,308,000 litres of water in a compliant and environmentally sustainable way.



Alternative Power

Our commitment to supplying alternative power options for our customers also continued during 2023. We were proud to supply solar powered monitoring kits across four contracts and solar/ hydrogen powered monitoring kits across three contracts.



Green Fuel

HVO is a sustainable and fossil-free, paraffinic fuel made from 100% renewable raw materials. It is cleaner than diesel, is FAME free, and complies with EN15940 & ASTM D97 5. We are proud to offer this to our customers and, consequently, of our contribution to reduced carbon emissions on their sites.



New Product Development

Our commitment to Research and Development has enabled us to launch 8 new and 3 upgraded products to our customers in 2023. Doing so keeps us at the forefront of cutting edge, sustainable and energy-efficient solutions, such as our growing environmental monitoring range.

Charity at RVT

We support a wide range of charities, with particular focus on those that align with our mission of protecting long term health of people and the environment.

In 2023, we donated a grand total of £495,900 to charity. Learn more about our fundraising events over the next few pages.



July
For Asthma + Lung UK, staff tracked their walking activity in July with the aim of achieving one of three goals set by the directors, relating to distance covered, time spent and improvements made. For every team member who succeeded, the RVT board generously donated £50.

£1,450 raised!

REWILDING
BRITAIN



RVT Goes Wild! Winning Photo

March

The team took part in the "RVT Goes Wild" photography competition to capture the best wildlife photo whilst raising money for Rewilding Britain. Each photography entry cost 'a donation' and the winning photos were selected by the charity.

£1,159 raised!

RN
I:D



May

Sustainability was key in May as staff donated their pre-loved items to the "Spring Clean Bring and Buy Sale" for RNID. With an honesty box system in place, books, homeware, clothes, shoes, ornaments, and children's toys all found new homes.

£240 raised!



November
The Great RVT Bake Off - a firm favourite - returned in aid of Cancer Research UK. All offices rolled up their sleeves and got to work on producing delicious bakes that got our mouths watering. Over £500 was raised and a winning cake was voted for in each office.

£504 raised!



December
As an end of year treat, staff took part in a raffle with plenty of prizes up for grabs. To secure their ticket, staff members donated to The River's Trust. Everyone was a winner here and all those who entered took home a treat to enjoy over the festive period.

£595 raised!

Charity at RVT (Continued)



December

Although not a monetary donation, RVT gives 20 hampers to a local charity of our choice every December.

In 2023, we chose to donate these to Evergreen Care UK. This charity supports older people in Bexley and Dartford, keeping them connected and combatting loneliness.

RVT team members gave up their own time to create luxury hampers, which were gladly received by the charity and distributed across their network. The team also wrote several greetings cards to be received by others supported by the charity.



Direct Donations

Multiple donations were made to RRT's humanitarian aid campaign in the Ukraine. You can read more about this on p.8.



£480 was donated toward Water Aid's mission to bring clean water and toilets to communities across the world.



A PROUD EX-MILITARY PERSONNEL EMPLOYER



At RVT, we greatly respect the armed forces and actively encourage ex-military personnel to apply for roles within our business. With a growing number of ex-military employees, we decided to make a £5000 direct donation to SAAFA (Soldiers', Sailors', and Airmen's Families Association).

This charity carries out much important work, including support for those leaving the forces, support for homeless veterans and vital resources for older veterans and military families.

Customer Fundraisers

We also donated to charities chosen by our customers in 2023, including:



In support of the Graham Construction team.



In support of the Tilbury Douglas team.



In support of a Laing O'Rourke team member.



On behalf of an EDF team member.



On behalf of a Clark Contracts team member.



On behalf of an HSS team member.

Total Charitable Donations in 2023: **£495,900**



RVT Group have donated to RRT's Operation 332 initiative since its launch in May 2022. The project is designed to deliver emergency food and personal care to those displaced from Ukraine by the current conflict.

We donated £15,000 to RRT's campaign in 2023, taking donations to a total of £47,500 since May 2022. We are committed to donating to RRT's vital project for as long as the conflict continues.



Staff Volunteer Days

In 2023, we launched 'staff volunteer days'. This enables staff members to request paid-time-off to take part in a charitable activity or fundraiser. There are a total of 20 days that can be applied for across the business. A number of staff took the opportunity to support charities that they are passionate about. Here are some of the events they took part in:



THREE PEAKS IN THREE DAYS CHALLENGE
£3,000 raised!



TREK STONEHENGE 26 MILE CHALLENGE
£4,661 raised!



Providing a Great Place to Work for Our People

At RVT, we understand that feeling comfortable at work and enjoying your role is vital. If a team member is feeling stressed, anxious, under-pressure or under-valued, it can take its toll on both the success of the individual and the company as a whole.

We therefore strive to offer a work environment which offers diversity, equality, inclusion, skills development and enriched careers, whilst also supporting great physical, mental and financial well-being. Here are some of the things RVT have achieved this year.



In January, the team came together for our first 2023 Great Place to Work event at the London Golf Club in Kent. The day was full of catching up with those in other offices, invaluable discussion about how we would achieve our 2023 company goals and delicious food.



In September, we met at our Head Office for another Great Place to Work session. We enjoyed a full day of exciting team engagement sessions, fun arcade games and a delicious BBQ, as well as a performance from RVT's resident musicians. We were also treated to an ice cream and the team were transported to and from the office by a very on-brand green bus!



Alongside our GPTW sessions, we hold monthly online meetings for all staff. This keeps us connected across offices, celebrating department "wins" together and highlighting staff achievements. We also share inspirational quotes and videos with teachings that we can apply to our own work.



Throughout the year, different departments have their hard work recognised and rewarded with team lunches & fun activities. These events are a great way to get to know each other better and unwind together, with past days including activities such as Go Karting, Crazy Golf and even Axe Throwing!



Every year, an employee engagement survey is taken by the whole team, with the questions designed to help management understand and enhance employee experiences.

The benchmark for a great place to work is 65%, and we are delighted to have achieved 94% in 2023.



Providing a Great Place to Work for Our People (Continued)

400+ Courses Completed in 2023

We are passionate about giving all staff equal opportunities to develop their skills; as such, we have continued our subscription with online training provider iHasco and subscribed to an additional online provider, KnowBe4, which focuses on cyber and security awareness. In 2023, the RVT team completed over 400 courses across the two platforms!

In addition to regular online learning, we also offer leadership training & role-specific training which is more in depth. Other training in 2023 included; Fire Marshall training, IPAF, PASMA, IOSH, NEBOSH Environmental, BOHS and CIM Certified Courses.

The Launch of 'RVT Academy'

In 2023, we also launched an internal training programme called 'RVT Academy'.

This programme includes training on various site hazards and the science behind the most effective control solutions. It also encourages self-led research which enables the team to expand their understanding of occupational hygiene, so they can properly anticipate, recognise, evaluate and control hazards on site. We will continue to expand this training programme over time, with the intention of creating a customer training academy too!



Supporting Staff Wellbeing

RVT offer a fair pay and reward structure, but we also offer additional "thank you" gifts that recognise the team's hard work, such as meal kits and vouchers. In Summer 2023 we enjoyed delicious cream tea meal kits, complete with fluffy scones, delicious jam and real Cornish clotted cream.

The People Champions team also organise treats to support staff wellbeing throughout the year. For example, staff enjoyed mood boosting chocolate on "Blue Monday", delicious pancakes in February and useful resources circulated during Mental Health Awareness Week.

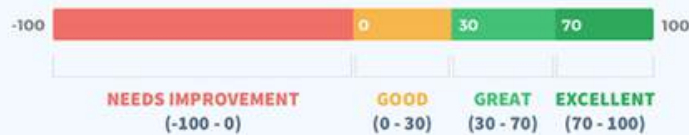


Supporting our Customers

RVT Group strive to deliver excellence by providing superior equipment, exceptional expertise and outstanding service; and we monitor our performance using some of the Key Performance Indicators (KPIs) shown on this page. But it's not just about the numbers, customers continue to put their trust in us because we genuinely care about the health of people and our environment.

- 95% OTIF delivery score achieved.
- 97% Customer enquiries responded to within 30 minutes.
- 96% Customer service emails responded to within 30 minutes.

What is a good NPS score?



Net Promoter Score

We measure how well we are meeting our customers' expectations through our 'Net Promoter Score' (NPS).*

We were pleased to achieve a score of 80% in 2023 which, on the NPS benchmarking scale, establishes RVT as an "excellent" company to work with.

In addition to this, for every completed NPS survey, we donate £2 to RNID!

- 2018 = 67%
- 2019 = 70%
- 2020 = 83%
- 2021 = 78%
- 2022 = 78%
- 2023 = 80%

Customer Survey

In 2023, we conducted a mid-year survey with all customers, and an end of year survey with selected customers. We always strive to keep in touch with our customers throughout the year to understand how we can improve our product offering and service levels. Here is some of the feedback we were given:

"You are bespoke, you're able to provide multiple items under one roof. Others provide pieces of equipment not everything. You make your customers feel part of the family. You involve us in development of your equipment. You are honest, loyal and trustworthy."



"The staff are very professional, they have amazing product knowledge, the equipment is always of the highest standard, the response time to emails is great so you are not constantly chasing. Very reliable company."



Supporting our Customers (Continued)

September 2023 saw the return of the RVT Product Solutions Expo, where customers were invited to both RVT's Dartford offices to talk with our experts, view our latest innovative solutions and enjoy some lunch. Customers were given a tour of our facilities and taken through our Thorough Examination and Test (TEXT) process. Across the month, we welcomed customers from multiple businesses including...



Thank You Gifts

At RVT Group, we like to show our gratitude to our customers by regularly gifting Costa vouchers, Amazon vouchers, Greggs vouchers, hampers, charity donations and environmental gifts. We are also well known for regularly giving out jelly beans, socks and other small gifts.

Furthermore, each month, we send 10 sets of our delicious RVT branded cupcakes to different customers as a thank you gift.

In 2023, we celebrated RVT's 30th Anniversary, so we designed some bespoke giftboxes containing parker pens, water bottles, chocolates, and premium stationary. These were given to both customers and suppliers as a thank you gift.



Supporting Customer Events

In addition to providing fully compliant solutions, we are committed to increasing awareness and educating people in the industry about the devastating effects that poor hazard control can have on long-term health and the environment. As such, we constantly curate an extensive bank of free educational resources which promote best practice, deliver product demonstrations and support partners and projects at events on site. Below is a selection of these events that we attended across 2023.



ALIGN
Supporting the ALIGN JV Stand Day.



HSS Hire amey
Supporting the HSS & Amey Joint Expo Day.



Speedy Hire
Supporting the Speedy Hire Site Expo.



hazarddex
Attending the Hazarddex industry sector event.



babcock™
Showcasing RVT at Babcock Rosyth Dockyard.



TRANSPENNINE ROUTE UPGRADE
Attending the Transpennine Route Upgrade Event.



HSS Hire
Supporting the HSS Manchester Expo Event.



Speedy Hire
Supporting Speedy Hire at Canada Water.



TWELVETREES PARK
Showcasing RVT at the Twelve Trees Park Project.

Supporting the Construction Industry

As well as raising awareness through our educational resources and visits to site, we regularly develop and present CPD approved presentations, hold events to raise awareness of poor health in the construction industry and are members of organisations tirelessly working toward positive changes for site health. Through doing all of this, we hope that more will join us in the fight for better site health, because every worker deserves a happy and healthy future.

ACTION ON SITE HEALTH

Watch the Scotland 2023 highlights



In 2019, RVT Group launched the first "Action On" event in London. Fastforward to 2023, and we have launched our first event in Scotland! We now deliver 3 UK events annually, which focus on delivering a vibrant programme of speakers and presentations to like-minded and proactive construction professionals who are determined to take action against poor site health.

There's even more to come in 2024!

We have decided to launch a brand-new environmental event in Autumn 2024. We will be releasing more details soon, but registration is already open on our website for those who are keen!

Health in Construction Leadership Group

Since becoming a member of the Health in Construction Leadership Group (HCLG) in 2019, RVT has provided support across all working groups (respiratory health, MSDs and mental health). This has involved extensive support with marketing communications as well as hosting webinars and live events. You can see the other HCLG members here.

health in
CONSTRUCTION
leadership group
Member



CPD Certified Webinars & Presentations







In 2023 we launched two brand-new CPD webinars; 'An Introduction to Health Hazard Control in Industrial Environments' and 'An Introduction to Environmental Monitoring on Site'. Across 2023 we ran 19 CPD certified webinar sessions which garnered over 600 registrations.







CPD
MEMBER
The CPD Certification Service

After this year's success, we plan on continuing this successful programme into 2024, allow managers and their site teams to build and refresh their hazard and industry specific knowledge of best practice for free.

Compliance & Certifications

RVT hold a variety of certifications and accreditations. This page details the renewals that we undertook and passed in 2023 as well as certificates passed in 2024 ahead of this report's release. In relation to RIDDOR, RVT had 0 reportable incidences and 0 near misses.

| Logo | Certification | 2023 Pass Date | 2024 Pass Date |
|---|---------------------------------------|----------------|----------------|
|  | ISO 9001 | ✓ 27.09.2023 | 🕒 27.09.2024 |
|  | ISO 14001 | ✓ 27.09.2023 | 🕒 27.09.2023 |
|  | ISO 45001 | ✓ 29.09.2023 | 🕒 29.09.2023 |
|  | Building Confidence Audit Cert & AVDB | ✓ 21.02.2023 | ✓ 21.02.2024 |
|  | Builders Profile | ✓ 01.10.2024 | 🕒 10.10.2022 |
|  | CHAS | ✓ 18.10.2023 | 🕒 18.10.2024 |

| Logo | Certification | 2023 Pass Date | 2024 Pass Date |
|---|--------------------------|----------------|----------------|
|  | FORS Silver | ✓ 22.12.2023 | 🕒 22.12.2024 |
|  | RISQS Audit Certificate | ✓ 29.07.2023 | 🕒 30.07.2024 |
|  | RISQS Sentinel | ✓ 29.07.2023 | 🕒 30.07.2023 |
|  | Safe Contractor | ✓ 15.06.2023 | 🕒 06.07.2024 |
|  | SSIP | ✓ 27.09.2023 | Renews 2026 |
|  | CIRAS | ✓ 01.04.2023 | ✓ 01.04.2024 |
|  | Gold Construction Online | ✓ 10.10.2023 | 🕒 10.10.2024 |

There's still more to be done!

Although we have achieved a tremendous amount over the past few years, we know there is still more to be done. Here are our goals to 2029:

Social Responsibility Goals:

- ✓ Ensure that 85% of staff have a minimum of 25 hours training per year from 2023 onwards.
- ✓ Grow our staff training academy from 2023 and launch a customer training academy by 2025.
- ✓ Create an updated 'new starter' induction & training pack by 2024.
- ✓ Achieve an independently verified ESG accreditation by 2025.
- ✓ Develop an internship/ apprenticeship offering by 2028.
- ✓ Using HR data, continue to improve diversity and equality within the workplace to 2029.
- ✓ Maintain a staff engagement score above 90% YOY to 2029.
- ✓ Maintain customer engagement by achieving an NPS score above 78% YOY to 2029.
- ✓ Continue donating 2% of turnover to charity YOY to 2029.

Environmental Sustainability Goals:

- ✓ Maintain the reduction in paper & single-use plastics us as much as practically possible.
- ✓ 100% of waste will be recycled or used as refuse derived fuel by 2024.
- ✓ Adopt a carbon offsetting scheme endorsed by ICROA, and achieve Carbon Neutrality with PAS 2060 Certification by 2024.
- ✓ Reduce scope 1 and 2 carbon emissions to under 5T per £M Turnover by 2026.
- ✓ 100% of RVT's fleet vehicles will be hybrid/ electric by 2029.
- ✓ Continue screening our suppliers to ensure that 80% of goods are from suppliers who have robust quality systems and carbon reduction plans in place by 2029.
- ✓ RVT aim to reduce emissions as much as practically possible to achieve Net Zero by 2029.





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