

Environmental

RMI recognise our responsibilities for the environment and are committed to working towards minimising the environmental impacts of our organisational activities.

We have introduced and maintain an environmental management system (EMS) using ISO 14001:2015 as the framework within which to implement, evaluate and improve our environmental performance.

To meet our environmental goals, we have set the following seven high-level objectives:

- 1 Top Management shall take accountability for the effectiveness of the EMS.
- 2 We shall proactively fulfil our compliance obligations through protecting the environment and preventing pollution. In part, we will achieve this by will complying with relevant environmental legislation and endeavouring to stay ahead of proposed legislation by implementing the best industry practice wherever this is practical.
- 3 We will work towards improvement in our environmental performance by the conservation of energy and natural resources, preventing pollution, the reduction, and where possible, the elimination of emissions, nuisances and waste.
- 4 Our strategy is, wherever practicable to follow the EU Waste Framework Directive (Directive 2008/98/EC) five step process for dealing with waste; Prevention, Reuse, Recycle, Recovery, and Disposal.
- 5 Demonstrate continual improvement by the setting and monitoring of realistic environmental objectives and targets at suitable levels within our organisation.
- 6 In all of these areas, management will take the lead in providing the commitment and focus to empower our employees to make the maximum contribution to improving environmental performance.
- 7 We will provide the relevant information, training, and resources necessary to enable all employees whose work has a potential environmental impact to make the maximum contribution to achieving business objectives and targets.

Our policy is available to all persons working on behalf of RMI, shall be reviewed in line with the issue date, and will be made available to interested parties upon request.

Sustainability

RMI is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to RMI professional activities and the management of the organisation. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients, partners and supply chain to do the same.

Principles

Our Sustainability Policy is based upon the following principles:

1. To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
2. To integrate sustainability considerations into all our business decisions.
3. To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
4. To minimise the impact on sustainability of all office and transportation activities
5. To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
6. To review, annually report, and to continually strive to improve our sustainability performance.

Practical steps

In order to put these principles into practice we will:

Travel and meetings

Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.

Where possible, include the full costs of more sustainable forms of transport in our financial proposals. Avoid physically travelling to meetings etc where alternatives are available and practical, for example, use of Microsoft Teams and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients, suppliers and partners.

Reduce the need for our staff to travel by supporting alternative working arrangements, including home working etc, and promote the use of public transport.

Use an emissions recording scheme for business travel to monitor our impact.

Purchase of equipment and consumption of resources

Minimise our use of paper and other office consumables, for example by digitalising documentation or where necessary, double-siding all paper used, and identifying opportunities to reduce waste

As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.

Reduce the energy consumption of office equipment by purchasing energy efficient equipment and ensuring good housekeeping.

Purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from

renewable energy sources, whilst also supporting investment in new renewable energy schemes.

Ensure that timber furniture, and any other timber products, are recycled or from well- managed, sustainable sources and purchase fair-trade and/or organic goods.

Working practices and advice to other stakeholders

Undertake voluntary work with the local community and / or environmental organisations and make donations to seek to offset carbon emissions from our activities.

Ensure that any associates that we employ take account of sustainability issues in their advice to clients. Include a copy of our Sustainability Policy in all our proposals to clients.

Duncan Higham

Duncan Higham
Chief Executive Officer

Document Revision History

Revision Number	Author	Date	Status and Description
1.0	RMI	2003	Initial Issue
2.0	RMI	2016	Revisions & new CEO
3.0	Jason Griffin Jennifer Miller	2019	RMIUS and RMIUK versions documented with acquisition of HSE Offshore
4.0	Andy Protheroe	March 2021	RMIUK version updated to include requirements of ISO 14001:2015
5.0	Andy Protheroe	July 2022	Global version created under new company name: RMI Global Solutions
6.0	Claire Todd	April 2024	Amalgamation of Environmental and Sustainability Policies

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Prepared By	Claire Todd	Approved By	Duncan Higham
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This is the statement of general policy and arrangements for:	RMI Global Solutions
Overall and final responsibility for quality is that of:	Duncan Higham (Chief Executive Officer)
Day-to-day responsibility for ensuring this policy is put into practice is delegated to:	Andy Protheroe (QHSE Consultant) & Claire Todd (QHSE Manager)