


Sustainability Policy

Version: 3

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RCPO035	Sustainability Policy
<p>ISSUE DATE February 2022</p> <p>REVIEW DATE March 2025</p> <p>NEXT REVIEW DATE March 2026</p> <p>VERSION 03</p>	<p>AUTHORISED BY:</p>  <p>Mark Taylor CEO</p>

Version Change Summary		
New Version ID	Date of Change	Summary of Changes
1	14/12/2020	Creation
2	19/07/2023	Minor amendments including increased awareness plan TBTs & bulletins
3	13/03/2025	Reviewed, CEO name change and signature

1. PURPOSE

Rock Compliance Ltd (Rock Compliance) have made a commitment to ensure the continual improvement of its performance on sustainability that is consistent with the need to provide value for money services in all areas of its operations.

2. SCOPE

The Sustainability Policy applies to all of Rock Compliance' activities and services. All staff in Rock Compliance will follow the principles of the policy and supporting guidance to assist Rock Compliance in meeting its sustainability objectives.

This policy does not form part of an employee's contract of employment and the Company may amend the policy from time to time.

3. DEFINITION

Sustainability enables society and its members to meet their needs and achieve their greatest potential in the present, while preserving biodiversity and natural ecosystems, and planning and acting for the ability to maintain these principles indefinitely.

4. SOCIAL SUSTAINABILITY

Rock Compliance recognises that its business activities affect customers, suppliers, employees, and the local communities. It also has a wider impact on the environment.

Rock Compliance will:

- Manage its reputation with customers, suppliers, employees, and the communities within which we work.
- Recruit and retain staff, reducing the costs and disruption of recruitment and retraining.
- Conduct regular appraisals
- Conduct exit interviews with all employees
- Manage our compliance and regulations

5. SOCIAL SUSTAINABILITY IN THE COMMUNITY

Wherever possible Rock Compliance will recruit labour from the communities in which they work. This process includes direct employment and TUPE transfer.

Rock Compliance will:

- Use local products and services where possible.
- Encourage the youth in the community through work experience placements
- Encourage charitable events participation.
- Continue employing Trainee Engineers through the Engineer Training Programme in place

6. SUSTAINABLE PROCUREMENT

Rock Compliance are dedicated to achieving a sustainable and efficient supply chain by the adoption of good practices by all parties. Rock Compliance ensure that purchasers obtain value for money and suppliers are able to maintain a fair and profitable trading position.

Rock Compliance will:

- Involve Supply Chain Management in all areas of expenditure throughout the Company
- Work closely with budget holders and project managers to ensure sustainable procurement principles are consistently applied
- Continue using recognised accreditation schemes for sustainable procurement such as 'Achilles UVDB' and 'EcoVadis'

7. ENVIRONMENTAL SUSTAINABILITY

Rock Compliance ensure that through the continual improvement and monitoring of its environmental systems, they are committed to the prevention of pollution to land, air and water. This is achieved through the stringent management of operations, working with clients to improve the environmental quality of the locations in which Rock Compliance work, and ensure that there is the most efficient use of natural resources wherever possible.

Rock Compliance will:

- Assess and document the environmental impacts for all services across the business
- Ensure operational activities consider environmental aspects for each service
- Document environmental objectives
- Monitor and report on performance against set targets
- Monitor the consumption of energy and water usage across the business to demonstrate continuous improvement
- Phase in low emissions vehicles
- Use Journey Planning for all work carried out
- Use electronic devices such as PDAs/Tablets to replace paper documentation
- Give careful consideration when choosing chemicals to ensure maximum efficacy and minimal environmental impact
- Where practicable, introduce Carbon reducing measures to help improve both operational performance and a reduction in potentially harmful emissions.

8. WASTE

Correct management of waste is fundamental in ensuring Rock Compliance minimise their environmental impacts.

Rock Compliance control waste streams through:

- Waste segregation and recycling/ reuse activities both on site and in offices
- Waste documentation records (waste transfer notes/ consignment notes)
- Frequent checks on waste carriers to ensure legality
- Waste Management Training
- Site Waste Management Plans
- Reduce waste to landfill through supply chain management and environmental initiatives
- Increase segregation of waste and increase amount of recycling through toolbox talks
- Provide environmental awareness training for all staff (ihasco, bulletins, TBTs)
- Monitor waste quarterly across Rock Compliance facilities/ sites and projects under Rock Compliance control



9. REVIEW

This Policy will be reviewed periodically to ensure it reflects current legislative requirements and best practice. Any changes will be brought to the attention of all employees.