Policy Statement

Biodiversity Policy

1.0 PURPOSE

The purpose of this policy is to establish a consistent approach across RSE and the wider RSE Group. It supports compliance, alignment with strategic objectives, and the effective implementation of best practices across all Group companies, including but not limited to: RSE Controls, Amber ICA, Blackburn Starling, DPS, GPS, MTech, Saftronics, TCS, Prime Pumps, WES, Aquazone, Chem Resist, and Greenacre Environmental Systems.

2.0 SCOPE

This policy applies to RSE and all companies within the RSE Group, including but not limited to: RSE Controls, Amber ICA, Blackburn Starling, DPS, GPS, MTech, Saftronics, TCS, Prime Pumps, WES, Aquazone, Chem Resist, and Greenacre Environmental Systems. It is applicable to all relevant personnel involved in or affected by the subject of this policy, ensuring a consistent and standardised approach is maintained across the Group.

3.0 POLICY

Corporate Strategy: Incorporate biodiversity considerations into internal project decision-making processes, including new projects, procurement of products and services, and operational execution.

Local Biodiversity Improvement: Engage in strategies to improve local biodiversity and the ecosystems they inhabit. Collaborate with clients to ensure biodiversity requirements are met or exceeded on-site or in the local area.

Resource Allocation: Monitor and control the allocation and use of financial resources aimed at protecting and conserving local biodiversity.

Sustainable Procurement: Value sustainability as a procurement criterion and prioritize eco-friendly products and services.

Partnerships: Create partnerships with organizations dedicated to protecting local biodiversity, including NGOs, local communities, government agencies, research centres, and other interested parties.

Awareness and Education: Use company communication channels to raise awareness about the importance of biodiversity and methods to contribute to its conservation. Provide regular awareness and education on biodiversity and conservation to personnel, coaches, players, and board members.

Communication: Communicate sustainable performance related to biodiversity protection and conservation to the Board of Directors, shareholders, employees, the wider community, and other interested parties.

4.0 RESPONSIBILITIES

All Employees, Sub-contractors, and Stakeholders:

- Adhere to internal site rules and procedures dedicated to biodiversity care.
- Respect and maintain dedicated areas for biodiversity protection.
- Participate in planned training and support biodiversity improvement initiatives.
- Act as role models and promoters of biodiversity protection.

5.0 APPROVAL

This policy is reviewed periodically by the Sustainability Manager and updated as required based on:

- Regulatory changes
- Organisational changes
- Audit findings

Stephen Slessor
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RSE
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