

RED Group and all associated entities (RED) (the 'Organisation) is committed to leading the industry in minimising the impact of its activities on the environment and achieving best practice through a programme of continual improvement.

We recognise that care of the environment is an integral component of the chain process for mechanical, electrical and public health services for buildings.

The key points of its strategy are:

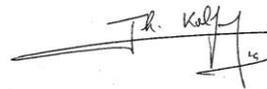
- Measure and report the environmental impact of our business, phase out and eliminate all activities which pose harm to the environment as soon as practicable. Reduce our carbon footprint as much as feasible before offsetting it using an accredited program in line with our 2045 Net zero roadmap.
- We measure and minimise the environmental impact of business travel & commuting by adhering to our travel policy which encourages the use of remote communication technologies. When travel is necessary, we prioritise travel options that minimise environmental impact.
- Educate and empower employees, peers & clients to advocate for sustainable practises in our business activities and projects with a 'Don't walk by' approach. Highlighting environmental issues and instilling the need for environmental responsibility and stewardship of nature within the communities in which we operate.
- Reduce, as much as practicable, waste going to the landfill or incineration through applying our waste policy: designing to minimise waste, reducing waste produced in our offices, reusing materials, repairing equipment when possible, and recycling all other wastes. 'Redesign, Reduce, Reuse, Repair, Recycle'
- Procure and use environmentally responsible products, such as those that are repaired, refurbished or recyclable. Whenever possible, we source these products from environmentally responsible suppliers who meet our procurement standards.

All personnel understand the requirements of this Environmental Policy and abide with the contents of the Environmental Manual, which defines the structure of the Environmental Management System.

The Organisation operates an Environmental Management System that has gained BS EN ISO 14001: 2015 certification, including aspects specific to the provision of consultancy services, sustainability solutions and other related services for the building services industry.

The Organisation operates in line with all relevant compliance obligations. The Organisation monitors its environmental performance and implements improvements when appropriate. This Environmental Policy is regularly reviewed in order to ensure its continuing suitability.

The Environmental Policy is made available to all members of staff and to relevant interested parties.



Thierry Kalfon
Chief Executive Officer

31 January 2026