

**RED Group and all associated entities (RED) (the 'Organisation') recognises that care of the environment is an integral component of the supply chain process for the planning, design, commissioning, contract, project, operation and facilities management services and assessments for the buildings we are appointed to work on and occupy.**

The Organisation is committed, through its purpose and values, to minimise the impact of its activities on the environment and transitioning to a carbon zero, GHG zero 'business as usual' by 2045 through a programme of continual improvement.

#### **The Organisation is committed to:**

- Comply with all applicable legal and other requirements related to energy management
- Establish methods of recording and calculating our energy usage across the business
- Systematically strive to achieve best practice by reducing energy consumption from our office premises
- Encourage the use of suppliers and service providers who are committed to sustainable environmental improvement
- Endeavour to support energy and operational efficiency in new services and buildings
- Source products and promote a service range to minimise the environmental impact and energy usage of service delivery
- Actively promote energy saving both internally and amongst its customers, suppliers and service providers

#### **To achieve these goals, the Organisation will:**

- Monitor and report on our significant energy uses
  - Office Electricity consumption
  - Office Gas consumption
  - Business travel energy consumption

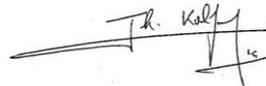
- Report progress against our Energy Performance Indicators (EnPIs)
  - EnPI 001 – kWh of electrical energy used per m2 office space
  - EnPI 002 – kWh of heating fuel energy used per m2 office space
  - EnPI 003 – Total kWh energy used per employee
- Set our Energy Baseline as the year January to December 2019 to report progress against quarterly.
- Collate product energy consumption data from suppliers.

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

The Organisation operates an Energy Management System that has gained BS EN ISO 50001: 2018 certification, including aspects specific to the provision of consultancy services, sustainability solutions and other related services for the building services industry.

This Energy Policy is regularly reviewed in order to ensure its continuing suitability.

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



**Thierry Kalfon**  
Chief Executive Officer

31 January 2026