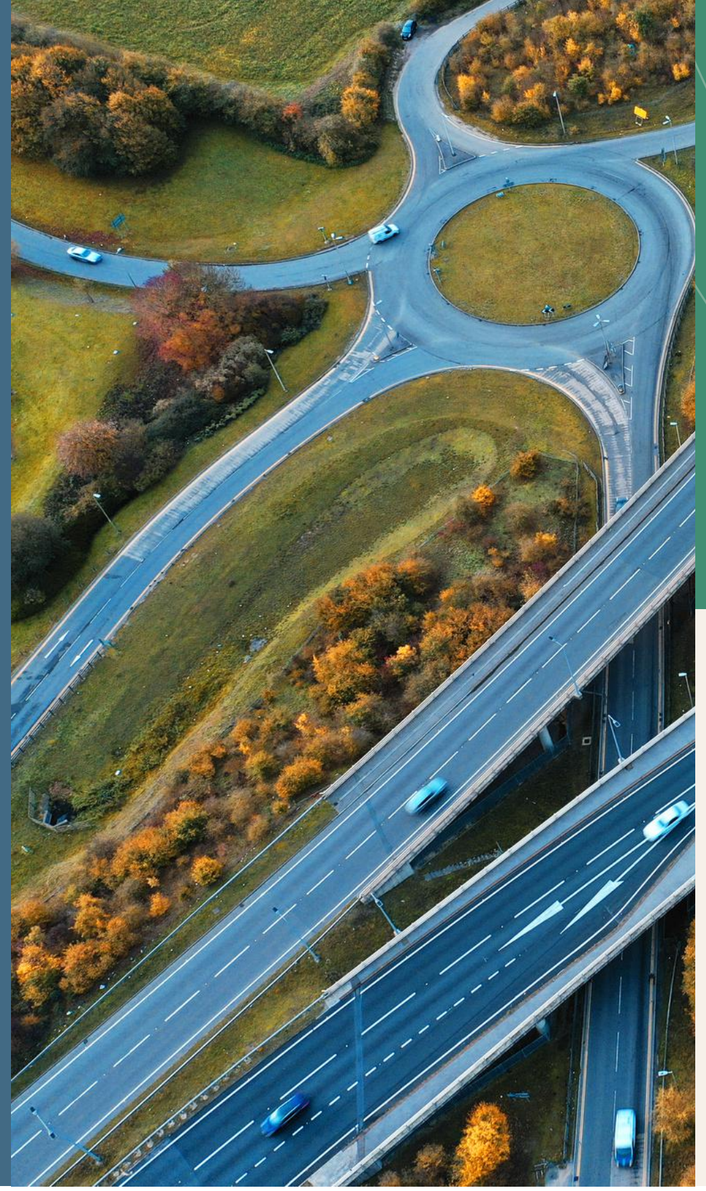
Environmental, Social and Governance (ESG)



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RIVUS
DRIVEN TO KEEP YOU MOVING

Our core strategy

Our core strategy drives our focus on ESG

People First
Diversity & Inclusion, Social Value, Communities, Development of People

Healthy Business
Sustainability, waste, water, Carbon reduction (net zero)

Drive Innovation
Using technology, Electric Vehicles as a Service (EvaaS)

Remove Complexity
Easy to do business with, drive ESG through our Supply Chain

Accelerate Growth
Build ESG into all new business opportunities

Our plan - the 3 P's

People

Driving Diversity
Creating Opportunities
Developing People
Health & Wellbeing
Communities

Planet

Carbon Reduction
Alternative Fuel Vehicles
Waste, Water &
Avoiding Pollution
Supply Chain

Policy

ISO's
Modern Slavery
Anti-Corruption

Our pledge

80
Mental Health First Aiders by 2023

40%
women or BAME in leadership roles

Always a cohort of 50 apprentices in the business

Targeting tomorrow's workforce

Investing into our local communities

Net Zero Scope 1 & 2

by 2030

100% alternative fuel company car fleet by 2022

100% of waste recycled or converted to renewables

By 2025, reduce our water consumption by

50%

Leverage technology to reduce our carbon footprint

Work with our supply chain to reduce our impact on the planet

Operate with integrity in all that we do

Training our colleagues to support our ESG strategy

Annual accreditation of our ISOs

Training through the Supply Chain Sustainability School

Our pledge

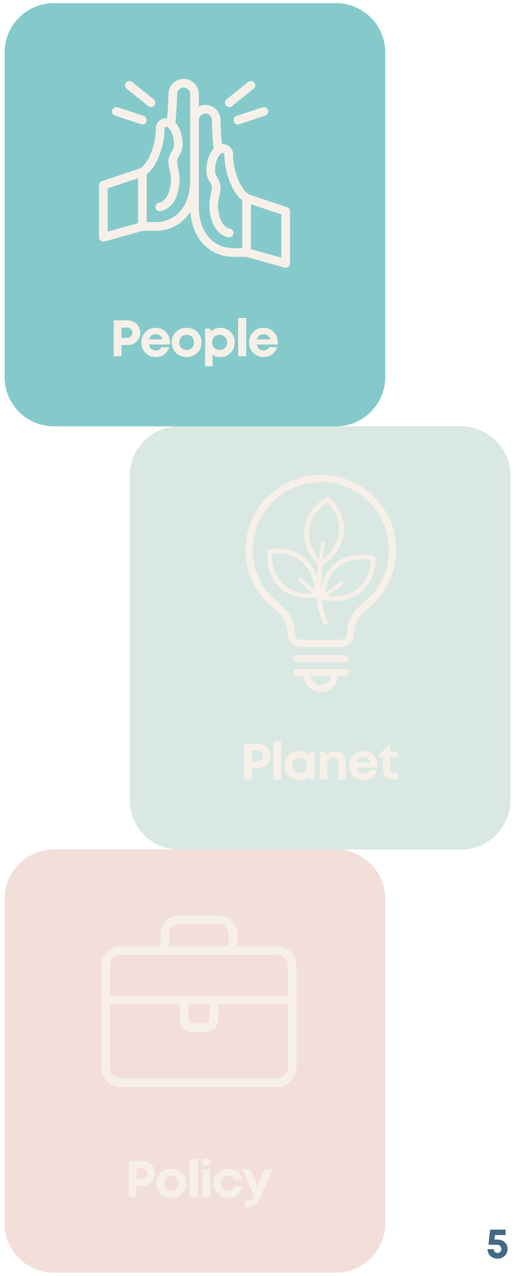
80 Mental Health First Aiders by 2023

50 apprentices at any time across Rivus Group

40% of women or BAME in Senior Management / Leadership roles

Target tomorrow's workforce through engagement with schools and community initiatives

Invest locally in each area we operate through our sponsorship programme



Where we are today

84%
of our people believe that people from all backgrounds have the same opportunities at Rivus

employee engagement survey Feb 2022

21%
of our Senior Management Team are female

37%
of our Executive Team are female

Where we want to be in future

40% +
females or BAME in Senior Management & Leadership roles

Greater diversity in our workshops - campaigns to attract female apprentices

Manager training to remove bias from our recruitment process

Driving diversity & inclusion

We have built a culture where everyone can be themselves and where everybody gets an equal chance to make their contribution count – regardless of ability, age, ethnicity, gender, life experience or sexual orientation.

We believe that a workforce that represents the communities in which we operate helps us to attract and retain the best talent.

Where we are today

Apprenticeship schemes providing opportunities and employment for school leavers and those facing barriers to employment.

Robust apprentice intake each year in both our workshops and support centres.

45+

Apprentices passed End Point Assessment in 2021 and gained recognised qualifications

Active recruitment for ex-armed forces to support veterans in onward employment in partnership with MBA.

Where we want to be in future

Targeting tomorrow's workforce through engagement with schools and community initiatives to get them excited about careers in Automotive.

Work with refugees to fulfil vacancies and provide support .

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Creating opportunities

We believe in growing our own talent and breaking down barriers to create opportunities for all, no matter what your background is.

Where we are today

Colleague led initiatives that are important to our people.

National sponsorship programme to support local initiatives.

Through Envision and our Collection and Delivery Partners, working with communities to develop young people and support youth charities such as RedThread.

Where we want to be in future

Resume our volunteering programme which has taken a back seat throughout Covid.

Develop the work with Envision in both Birmingham, Bristol and London where we have a big footprint and can have meaningful impact.

Building communities

We believe in investing into the communities we operate in so that we have a positive impact on society where we do business.

Every day, people across Rivus are making a difference by giving their time and enthusiasm to help charities and good causes.

Where we are today

Many of our managers started out through our apprenticeship programme.

Workday Learning through our Litmos platform, bite size modules to support compliance and personal development.

Peakon Improve – tailored to managers' personal development based on colleague feedback.

Management & Leadership development programmes (ILM certified).

Skills based training within our workshops to ensure our Technicians are trained in the latest technology.

Where we want to be in future

Rivus Training Academy – focused on developing our workforce through an accredited in-house training facility.

External accreditation through Investors in People.

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Developing our people

We're a people business and the development of our people is fundamental to our ongoing success.

Where we are today

Dedicated space on our intranet for Mental, Physical, Financial & Social Wellbeing.

Mental Health First Aiders and First Aiders across the business.

16

Wellbeing Champions across the business, with the HR Director as the Executive Sponsor

Wellbeing check ins during Team Huddles, Employee Assistance Programme, Health & Fitness discounts, Healthcare benefits, Cycle to Work and sporting challenges.

Where we want to be in future

Mental Health First Aiders in all sites by

2023

More tools and information for all colleagues to access.

Driving even more activity through our Wellbeing Champions.

Regular wellbeing emails and newsletters and supporting of key wellbeing weeks/initiatives.

Health & Wellbeing

Investing into our colleagues' Health & Wellbeing pays dividends and its never been more relevant than recent years as we've navigated through a pandemic.

Engagement at Rivus is high and our eNPS score has increased 50 points over the last 12 months, some of which is attributed to our focus on health and wellbeing.

Our pledge

Build a clear roadmap to achieve **Net Zero through Scope 1 & 2 emissions by 2030**

100% alternative fuel Rivus Company Car Fleet by 2022 & supporting our customers to transition to alternative fuel fleets

100% of waste recycled or converted to renewable energy

Reduce water consumption by 50% across our estate by 2025

Leverage technology to reduce our carbon footprint

Work with our supply chain to **create opportunities and reduce our impact on the planet**

Where we are today

Reducing travel through embracing Hybrid working, use of telematics and meeting technology.

Using green energy.

EV Company Fleet.

Carbon Reduction Initiatives launching in

Q3 2022

Where we want to be in future

Electricity - PIR sensors, energy saving devices, intelligent lighting, investigate alternative power sources such as solar.

Gas - Lock out thermostats and investigate alternative power sources such as ground heat pumps.

Vehicle Fuel - Working internally and with our customers to have fully alternative powered fleets and monitor driver performance through telematics.

Training - Educating stakeholders in Carbon & Climate Training through the Supply Chain Sustainability School

Carbon Offset initiatives launching through our partners Ecologi.

Carbon reduction

Rivus is committed to reducing its impact on the environment and this commitment is enshrined through our environmental management system.

As a business we are focusing on reducing our carbon footprint and working with our customers to assist with their carbon reduction programs. To this end we have made the commitment to reduce our Scope 1 and 2 emissions to Net Zero by 2030.

Supporting our customers

Over the last 12 -18 months, the team has developed and successfully launched our Electric Vehicles as a Service (EVaaS) proposition, an end to end solution for everything EV.

Total Cost of Ownership (TCO) modelling - using vehicle test data we can calculate the true cost of running a vehicle and provide insights into both operational and maintenance savings that can be achieved, when compared to the internal combustion engine (ICE) equivalent, supporting decisions from a financial perspective.

Fleet Readiness – identifying vehicles across a fleet that can be successfully transitioned to EV is the next major challenge. Working with our customers and utilising real world performance data we can analyse existing vehicle duty cycles and identify which vehicle would be candidate for replacement with an EV.

Charging - this represents another major area of concern and the EV will only be as successful as the business decisions that are made regarding charging infrastructure and access to the public charging network.

Rivus' Company Car Fleet

During 2021 we relaunched our Rivus Group Company Car policy with a determined strategy to move company car drivers to vehicles with lower emissions.

Within the policy we have incentivised cleaner vehicles, the result of which has been that 100% of our car orders are low emission vehicles, 95% of which are pure electric cars. We support this with charging infrastructure across our network and traditional I.C.E vehicles will be removed from the company car list by 2023.

Alternative fuel vehicles

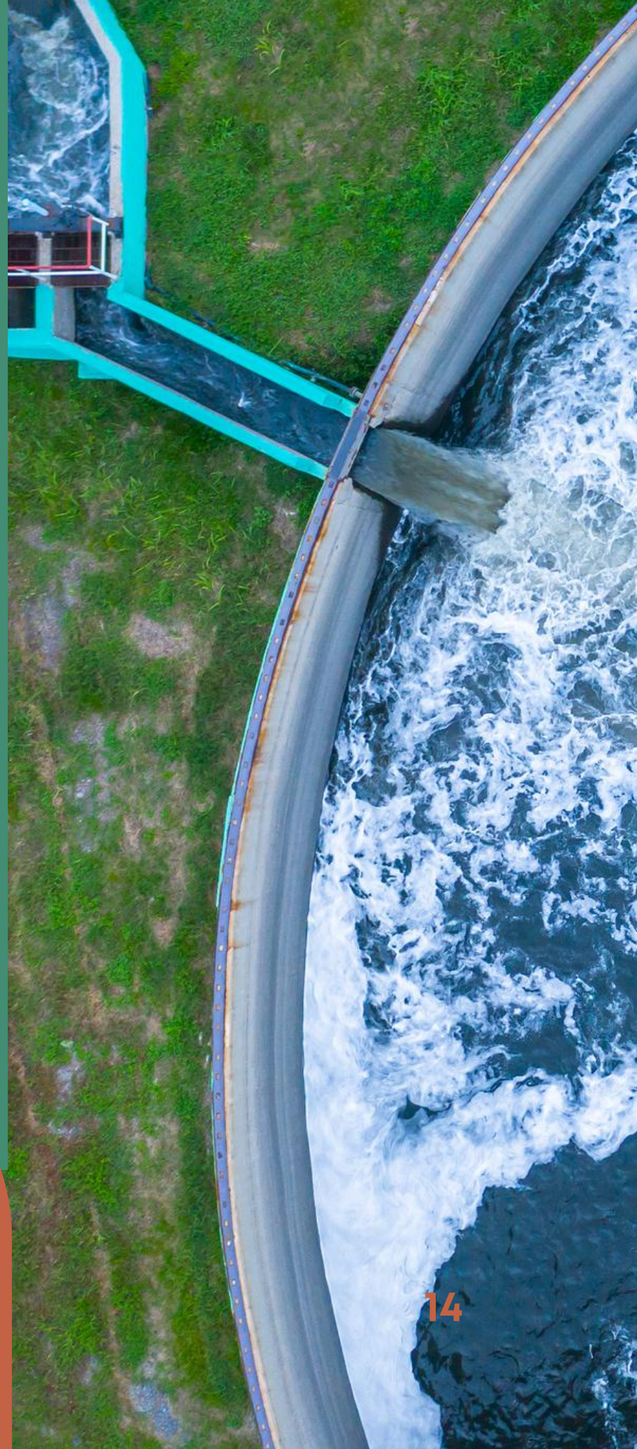
To support our customers with their transition to lower carbon vehicles, we have invested in a dedicated team focused specifically on alternative fuels and the development of a comprehensive strategy to support carbon reduction.

As most of our customers are operating field based engineering fleets, the majority of which are medium and large light commercial vehicles with large payload requirements for tools and equipment, our focus is on supporting their challenges and guiding them towards their goal for reduced emissions.

Waste and water

In accordance with legislation and our obligations under ISO14001, we are committed to operating in a way which prevents pollution.

All waste from Rivus workshops is diverted from landfill and used to make recycled products or to generate renewable energy.



Where we are today

60,108
plastic bags removed in 2021 when delivering parts to workshops

466.13
tonnes of waste diverted from landfill to generate 169,233kWh of electricity

150,000
single use plastic bottles removed by introducing bottle for life and bulk screen wash

Introduction of water hippos across our network to reduce water consumption from toilet flushes.

Where we want to be in future

Install water-efficient taps with an aerator or flow restrictor, and water-efficient dishwashers that use 50% less water than average models.

Recycle water used for washing vehicles so it can be used more than once for vehicle cleaning.

Our suppliers' obligations:

Suppliers should strive to maintain high ethical principles and protect the environment. The standard is used to drive forward environmental improvements with our suppliers.

Working conditions in our supply chain should meet human dignity standards based on international guidelines.

Minimum climate change requirements and future direction for suppliers, including carbon management and evolving energy standards.

Supply chain

Our supply chain partners are obliged to work to our standards in relation to protecting the environment and to manage their impact on the environment.

Our pledge

Operate with integrity in all that we do

Annual training for all colleagues in policies that support our ESG Strategy

Annual accreditation of our ISO's (45001, 9001, 18001) and gain 27001

Roll out Carbon & Climate Training through the Supply Chain Sustainability School

Policy & governance

At Rivus we are committed to running our business responsibly. We strive to maintain the highest standards of fairness, transparency and integrity in all we do.

ISO Standards

Annual Accreditation of all of our ISO's and regular auditing to ensure compliance with the standards. Accreditation ISO27001 - Data Security.

ISO45001

ISO9001

ISO18001

ISO14001

Anti-corruption

Rivus people, as well as others acting on Rivus' behalf must understand and comply with Rivus' zero-tolerance approach to bribery and corruption anywhere we operate.

Modern slavery

We work with our supply chain partners to meet the high standards that we set for ourselves. Rivus operates within a compliance led policy framework, which means when we procure goods or services, this is managed through our procurement team and the process is subject to robust checks throughout.

Supporting policies

Health, Safety & Environment Statement

Anti-Bribery & Corruption policy

Modern Slavery Statement

Supplier Code of Conduct

T&C's for Supply of goods

Gender Pay Gap

Co. Car Policy

ISO Certifications

Payment Practices Reporting

Waste Reports