

### Supplier Diversity Policy

RME Services' will act responsibly and professionally in all its business activities and particularly in its relationships with its suppliers. At all times, the Company will act with integrity and aim to be fair, honest and open. Incorporated within this policy is the value placed on diversity amongst suppliers and the recognition that this is fundamental to achieving an efficient and flexible supply chain whilst creating competitive advantage with positive impact on the local or global community. Diversity is highly desirable in providing equal opportunities for all suppliers regardless of ethnic origin, gender, disability, age, sexuality and faith. RME Services will employ small, medium and larger businesses to provide goods and services, as appropriate, in support of its objectives for competitive contemporary supply solutions of desired quality, durability and efficiency.

Through forward-looking and thorough supplier selection, vetting and evaluation, the Company will attempt to provide opportunity to a diverse range of suppliers that will develop their skills, ability and expertise to fully meet the requirements of RME Services in a timely manner. The intention will be to establish sustainable relationships with a diverse supply chain that will develop and enhance its skills to meet Company needs with respect to compatibility in approach to diversity and inclusivity. RME Services is committed to diversity and inclusion both in its workforce and amongst suppliers. The Company will work with its suppliers to develop their understanding of RME Services requirements and standards and its approach to diversity. The most appropriate suppliers will be selected in the development of the supply chain to reflect Company standards.

In support of this policy, all suppliers will be selected and used based on a non-discriminatory pricing, value for money and performance basis. The use of suppliers requires ongoing assessment of their products and services against defined criteria that includes safety, value, quality, operational standards, environmental performance and sustainability, specification, service level, ability to supply and/or respond, customer focus and overall general performance. Suppliers will be expected to demonstrate environmental awareness and implementation and assist in the reduction of the Company's environmental impact of its activities, whilst providing continual improvement.

In all cases, RME Services will ensure that its expectations of suppliers are fulfilled. These are briefly summarised in the following:

- **Quality and Capability:** Best quality products and/or services are to be provided that satisfy the Company's business, safety and environmental needs and meet or exceed requirements.
- **Service Level:** The highest level of pro-active service is to be provided both during contract works and post-contract. The supplier should have sufficient staffing level and technical expertise to respond to requirements in a timely and professional manner.
- **Commercial Status:** The supplier's business must be competitive and sustainable
- **Innovation:** A pro-active approach is required by suppliers to identify the most appropriate future-proofed solutions to challenging and difficult matters
- **Ethical Trading:** All products must be derived from a source that fully supports their manufacture in accordance with established ethical trading practices.



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