



**HRP09**  
**Sustainability Policy**

RETN CAPITAL LTD  
3 HARBOUR EXCHANGE SQUARE  
LONDON  
E14 9GE  
Email: [market@retn.net](mailto:market@retn.net)  
Web: <https://retn.net/>

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Author:	Mathew Judge
Approved by:	Tony O'Sullivan
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**Circulation List**

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1	Human Resource Management Representative

**Amendment History**

This policy is reviewed periodically, at least annually, and is retained for a period of three (3) years. Amendments and revisions are distributed to the named holders. The history of amendments and the issue of revisions are recorded below.

<b>Date</b>	<b>Amend. No.</b>	<b>Page No.</b>	<b>New Issue No.</b>	<b>Reason for Change</b>	<b>Authorised By</b>
01/06/2019	-	All	1	Initial release	Dmitry Samarin
01/06/2020	1	All	2	Annual review	Dmitry Samarin
01/06/2021	2	All	3	Annual review	Tony O'Sullivan
01/06/2022	3	All	4	Annual review	Tony O'Sullivan
20/02/2024	4	All	5	Annual review	Tony O'Sullivan
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	10		11		
	11		12		
	12		13		
	13		14		
	14		15		
	15		16		
	16		17		

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**Table of Contents**

<b>1. INTRODUCTION .....</b>	<b>4</b>
<b>2. IMPACTS AND OBJECTIVES .....</b>	<b>4</b>
2.1 ENERGY AND WATER .....	4
2.2 WASTE AND NATURAL RESOURCES .....	5
2.3 PROCUREMENT .....	5
2.4 EDUCATION AND RESEARCH FOR SUSTAINABLE DEVELOPMENT.....	5
2.5 TRANSPORT .....	5
2.6 CONSTRUCTION AND REFURBISHMENT .....	5
2.7 COMMUNITY INVOLVEMENT.....	5
2.8 HEALTH, WELFARE AND SAFETY .....	5
2.9 TRAINING, AWARENESS AND COMMUNICATION .....	5
<b>3. ADOPTION .....</b>	<b>5</b>
<b>4. REVIEW .....</b>	<b>6</b>
<b>5. DECLARATION.....</b>	<b>6</b>

## 1. Introduction

This Sustainability Policy applies to all of RETN Capital's activities, products and services. All staff in RETN Capital will follow the principles of this policy and supporting guidance to assist RETN Capital in meeting its sustainability objectives.

A widely accepted definition of sustainable development is Development which meets the needs of the present without compromising the ability of future generations to meet their own needs (The Brundtland Commission 1987).

RETN Capital recognises the importance of sustainable development for future generations and that its decisions and actions affect society and the economy, as well as the environment and natural resources at local, national and global levels. Our Sustainability Policy is based upon the following principles to which RETN Capital is committed to:

- Maintaining compliance with all relevant UK, European and international legislative and regulatory requirements and agreements as a minimum standard;
- reviewing all our activities and operations in order to identify, understand and evaluate all the direct and indirect environmental aspects and impacts, and prioritise action to address them;
- to integrate sustainability considerations into all our business decisions;
- supporting continuous improvement by establishing sustainability performance targets that are reviewed and externally reported annually;
- ensuring that sustainable development is fully understood by staff and all interested external parties and is enshrined within all aspects of planning and activities, and that they are fully committed to implementing and improving it;
- to minimise the impact on sustainability of all office and transportation activities;
- to make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices;
- to review, annually report, and to continually strive to improve our sustainability performance.

## 2. Impacts and Objectives

In order to implement this policy, RETN Capital has undertaken a baseline review and has determined the following key sustainability impacts and associated objectives.

### 2.1 Energy and water

To reduce energy and water use and establish a utilities monitoring and targeting system and to continue to explore the possibilities of less carbon intensive energy sources either through the purchase of renewable energy or through an increased use of onsite renewables.

## **2.2 Waste and natural resources**

To prevent pollution by reducing emissions and discharges and to promote the zero-waste principle (rethink, reduce, reuse, recycle) in order to minimise the environmental impact of waste disposal and use of natural resources.

## **2.3 Procurement**

To develop and implement a sustainable procurement policy that integrates environmental and social issues with economic issues and that supports the use of products and services from contractors and suppliers who are in accordance with RETN Capital's Sustainability policy.

## **2.4 Education and Research for Sustainable Development**

To further encourage the training of and research into sustainable development at RETN Capital.

## **2.5 Transport**

To develop and implement a Companywide green travel plan in order to minimise emissions arising from business travel, commuting and service delivery.

## **2.6 Construction and Refurbishment**

To incorporate the principles of sustainable development into any new build or refurbishment projects.

## **2.7 Community Involvement**

Build partnerships and take part in networks to share experience and knowledge of sustainability with the broader community and contribute to debate on sustainability issues.

## **2.8 Health, Welfare and Safety**

Promote the highest standards of health and safety for our staff, contractors and visitors and provide a good working environment for our employees, treating them with fairness, dignity, and respect.

## **2.9 Training, awareness and communication**

Increase the awareness and understanding of sustainable development amongst staff through learning opportunities and training.

## **3. Adoption**

RETN Capital's Sustainability Policy is fully supported by RETN Capital's Chief Executive Officer, who has ultimate responsibility for the sustainability performance of all undertakings. All staff, visitors and relevant external stakeholders share this responsibility.

#### **4. Review**

This policy was approved by the Chief Executive Officer on 01/06/2022 and is subject to annual review.



**Tony O'Sullivan**  
**Chief Executive Officer**  
**RETN Capital Ltd**

**20 February 2024**

#### **5. Declaration**

I, the undersigned, have read and understood this policy in its entirety and agree to comply with it in full and without exception.

**Name (Please print):** \_\_\_\_\_ **Signature:** \_\_\_\_\_

**Date:** \_\_\_/\_\_\_/\_\_\_