



Corporate Social Responsibility Policy

Introduction

At RVL, we are fully committed to operate as a socially responsible and sustainable business. Our Corporate Social Responsibility (CSR) policy outlines our ethical practices, environmental stewardship, community engagement, and employee well-being. We strive to make a positive impact on society while we conduct our business operations.

Environmental Responsibility

a) Resource Conservation: We aim to minimise our environmental impact by the conservation of resources, reduced waste, and the promotion of recycling and responsible consumption throughout our operations. This includes the implementation of energy-efficient practices, use of eco-friendly materials, and adoption of sustainable procurement strategies where possible.

b) Climate Action: We are dedicated to reduction of our greenhouse gas emissions. We aim to decrease our carbon footprint, promote renewable energy sources, and encourage employees to adopt eco-friendly practices at work and in their personal lives.

Our key metrics include:

- A reduction in hangar heating
- More efficient lighting and lighting control systems
- Hybrid vehicles and EVs and associated charging equipment for staff use
- Inducements to promote more efficient staff commuting
- Flight plan optimisation
- A digitalisation strategy to reduce paperwork and document printing.

c) Biodiversity Conservation: We are committed to protect and preserve biodiversity. We work to minimise the impact of our operations on ecosystems, support initiatives that restore and protect natural habitats, and promote sustainable land use practices.

RVL is committed to carbon neutrality by 2050 and employs a range of industry approved methods to reach that goal, including carbon offsetting and research into zero emission propulsion technology.

Carbon Offsetting – trading to make gains

RVL is keen to support genuine and sustainable carbon offsetting programmes and is now part of 4Air, an accredited supplier of such initiatives. This programme seeks to compensate for the company's emissions by funding an equivalent carbon dioxide saving elsewhere.

During 2023, RVL will begin offsetting its carbon footprint from aviation turbine fuel through its chosen accredited services.

Zero emissions – reaching for the skies

RVL has signed a zero-emission partnership with pioneering aircraft leasing company MONTE which aims to identify the most suitable zero emission propulsion technology for our fleet of aircraft. The deal encompasses financing for the conversion of the fleet once the technology is approved and certified for use.

MONTE is a pioneer in financing low emission and zero emission technologies in the regional aviation market and is focused on support for the aviation industry's transition to net zero carbon emissions by providing finance and leasing solutions. MONTE has the goal to become the first carbon neutral aircraft leasing company in the world by 2027.

Social Responsibility

a) Community Engagement: We actively contribute to the well-being and development of the communities in which we operate. We support local initiatives, charitable organisations, and community development projects through volunteering, donations, and partnerships. Our employees will be encouraged to participate in community activities, and we shall provide two paid volunteer days per year for each employee to engage in community service. The company will promote events which need volunteers and also encourages employees to actively support events that interest them personally. The application for days will be scheduled around business need.

b) Diversity and Inclusion: We value diversity and strive to create an inclusive and respectful work environment where everyone feels welcome and valued. We are committed to equal opportunities in recruitment, promotion, and employee development, regardless of race, gender, age, sexual orientation, disability, or any other protected characteristic.

c) Employee Well-being: We prioritise the health, safety, and well-being of our employees. In addition to complying with relevant health and safety regulations, we provide a supportive work environment that promotes work-life balance and personal well-being. As part of this process and practice, employees are encouraged to make suggestions to improve our working environment.

Ethical Business Practices

a) Business Integrity: We conduct our business with integrity, honesty, and transparency. We comply with all applicable laws and regulations, and we expect the same from our employees and business partners. We do not and will not engage in any form of corruption, bribery, or unethical practices.

b) Supply Chain Responsibility: We strive to work with suppliers and business partners who share our values and commitment to ethical business practices. We will assess our supply chain to ensure responsible sourcing, fair employment practices, and adherence to human rights standards.

c) Customer Satisfaction: We prioritise customer satisfaction by providing high-quality services that meet their needs and expectations. We communicate transparently with our customers, respect their privacy, and handle their data responsibly and securely.

Implementation and Review

This CSR policy is communicated to all employees, stakeholders, and business partners. We will regularly monitor and review our performance and make adjustments and improvements as necessary. We strive for continuous improvement and transparency in our CSR efforts, regularly reporting our progress to stakeholders. Reporting may be formal or informal, via internal newsletters and meetings, RVL social media, regular stakeholder and business partner meetings and statutory annual reporting.

By our adherence to this CSR policy, we aim to make a positive impact on society, the environment, and our business operations.



Dave Connor
Chief Executive

Date: 1 June 2023