



**Road Maintenance Services Limited
and
Road Maintenance Services (Preservations) Limited**

**2025 Environmental Performance and
Sustainability Summary Report**

RMS Company Ethos and Core Values

Legal compliance is always maintained when RMS completes any work activity – compliance with health & safety law / environmental law / employment law / transport law.

Health & safety is the main priority when RMS completes any work activity.

Professionalism is maintained in all aspects of the RMS business activities – working procedures / working standards / employees conduct / employees conduct & behaviors / RMS management team leading by example.

Efficiency – minimising costs / minimising waste / efficient use of all resources.

Stakeholder Introduction

Welcome to the 2025 Road Maintenance Services Limited Annual Environmental Performance and Sustainability Summary Report.

Road Maintenance Services Limited & Road Maintenance Services (Preservations) Limited are the operations businesses of Road Maintenance Services (Holdings) Limited. We are a family-owned business and a well-established specialist surface treatments contractor operating for over 75 years throughout the United Kingdom.

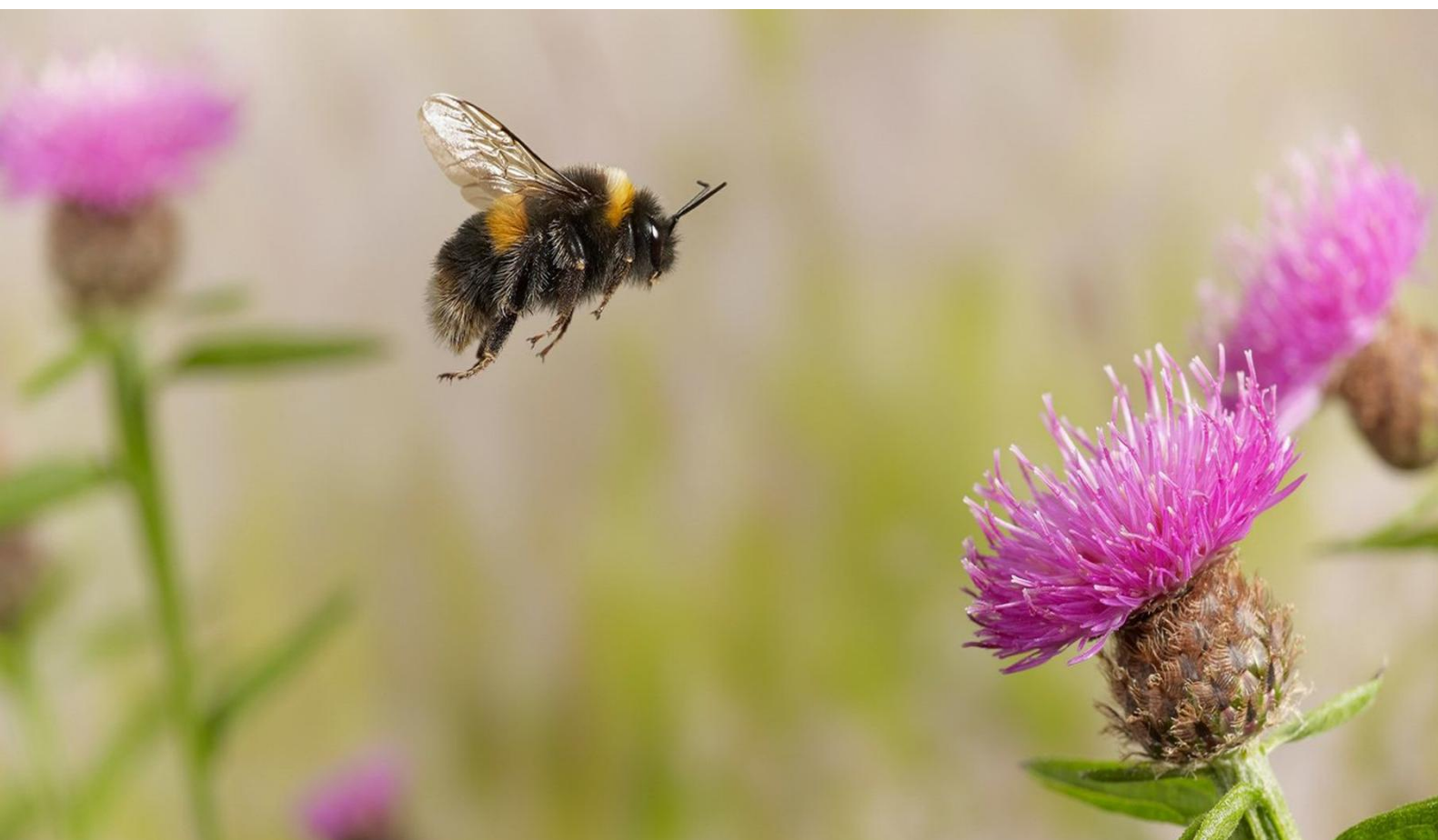
We pride ourselves on having an innovative approach and have adapted, evolved and performed well to achieve our environmental standards, developed our improved sustainability objectives and started to develop science-based targets.

This report is a summary of our sustainability and environmental performance, the improvements we achieved during the period from January to December 2025 and a summary of our environmental objectives and targets for 2026 and beyond. Sustainability is, of course, about conserving energy, water and reducing carbon emissions, enhancing biodiversity and protecting the environment for future generations. We have made a commitment to aim towards net zero carbon by 2050, with measured carbon reductions achieved by 2027. The target for carbon reductions to be achieved by 2027 has been revised due to the excellent progress made in reducing our carbon emissions since the collection of the baseline data in 2020.

How do plan to do this?

- By developing the next generation of HAPAS Certified low carbon surface treatment solutions to offer to our Clients.
- Through ongoing investment, supporting a programme to provide alternative fuel-efficient low emission vehicles, plant and machinery to complete our work activities.
- By introducing alternative working methods to improve efficiency and reduce carbon emissions.
- By capturing our carbon data, measuring and monitoring usage plus investing in energy efficiency projects to offset our carbon emissions.
- Through working in partnership with our Clients & Supply Chain Partners to achieve mutually beneficial environmental & sustainability improvements.

We value the commitment from employees, and the internal development of people working within our business. RMS have in place a succession plan for future generations, providing training, development and new employment opportunities to attract talent nationally and we operate a strong policy on equality, diversity and inclusion. We work hard to empower, develop and communicate with our employees to ensure they are fully engaged. Our values and aspirations are designed to make our people feel connected, involved and valued. This will allow us to deliver an improved service to our customers and strengthen our sustainability performance. Effective sustainable business practices and management of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing of material will be the key to our long-term success.



In July 2021, the UK's Government introduced UK's 17 Sustainable Development Goals (UNSDG's), this practice has been identified as an important tool used by many of our clients. RMS have adopted the 17 goals to support our environmental and sustainability commitments to 2030.

In June 2021, the UK's Government released the Procurement Policy Note (PPN 06/21) with guidelines on how to complete a carbon reduction plan for your business and to adopt this a legal commitment to achieve 'Net Zero' carbon emissions by 2050.

RMS environmental commitments to 2030 will be at the center of our sustainability strategy. This will impact on all departments at RMS, across the United Kingdom. All aspects of carbon reduction in operations are controlled from the RMS head office & depot facility at High Legh in Cheshire. In 2025 we reviewed & developed our carbon data management processes to improve the collection of all base data relating to sourced materials, products and services.



Our sustainability commitments:

- ❖ Responsible material source(s).
- ❖ Health, safety and wellbeing.
- ❖ Equality, diversity and inclusion.
- ❖ Social value.
- ❖ Environmental & biodiversity.

We maintained the FORS Silver accreditation for 2025 - 2026, work with key wildlife conservationist groups to protect biodiversity at our sites and work in partnership with the Supply Chain Sustainability School as a silver member.

2030 Environmental Commitments

Key Topic	2030 commitment	(UNSDG's)
Responsible Material Sourcing	We will ensure RMS conserves natural resources by continuously increasing the use of alternative resources as substitutes for natural raw materials. We will work with supply chain partners on sustainably sourcing.	  SUSTAINABLE CITIES AND COMMUNITIES RESPONSIBLE CONSUMPTION AND PRODUCTION
Health, safety and wellbeing	We will ensure RMS is a safe and healthy place to work and are committed to continuously enhancing the health, safety and wellbeing of our employees and supply chain partners.	  GOOD HEALTH AND WELL-BEING QUALITY EDUCATION
Equality, Diversity and Inclusion	We will offer equality, diversity and inclusion as a company; encouraging a culture that values openness and transparency and recognises individual achievement.	  GENDER EQUALITY REDUCED INEQUALITIES
Social Value	We are committed to making a positive contribution to the communities around our operations and ensuring we support our local stakeholders.	  DECENT WORK AND ECONOMIC GROWTH SUSTAINABLE CITIES AND COMMUNITIES
Environmental & Biodiversity	We are committed as a company to reducing our carbon emissions and dedicated to improving our biodiversity across all operations nationally.	   LIFE ON LAND AFFORDABLE AND CLEAN ENERGY CLIMATE ACTION





Scope of the 2025 RMS Environmental Performance & Sustainability Summary Report

The RMS Environmental Management System (EMS) has been designed & developed to support our carbon reduction plan to 2030 and ensure compliance with all applicable environmental legislation whilst promoting the ongoing development of sustainable and environmental best practices in all areas of the business.

The EMS incorporates procedures for review, development & measurement of environmental performance to ensure continual improvement.

As an innovative, forward thinking surface treatment contractor that specialises in low carbon efficiencies, we are committed to continually improving our environmental performance and having an open, transparent approach to reporting our progress.

The Annual Sustainability and Environmental Report outlines:

- ❖ The progress achieved in developing & consolidating specific aspects of the RMS Environmental Management System in 2025.
- ❖ The environmental targets and objectives set to ensure continual effectiveness of the Environmental Management System, and the continual improvement of environmental performance, throughout 2026.



Products & Services

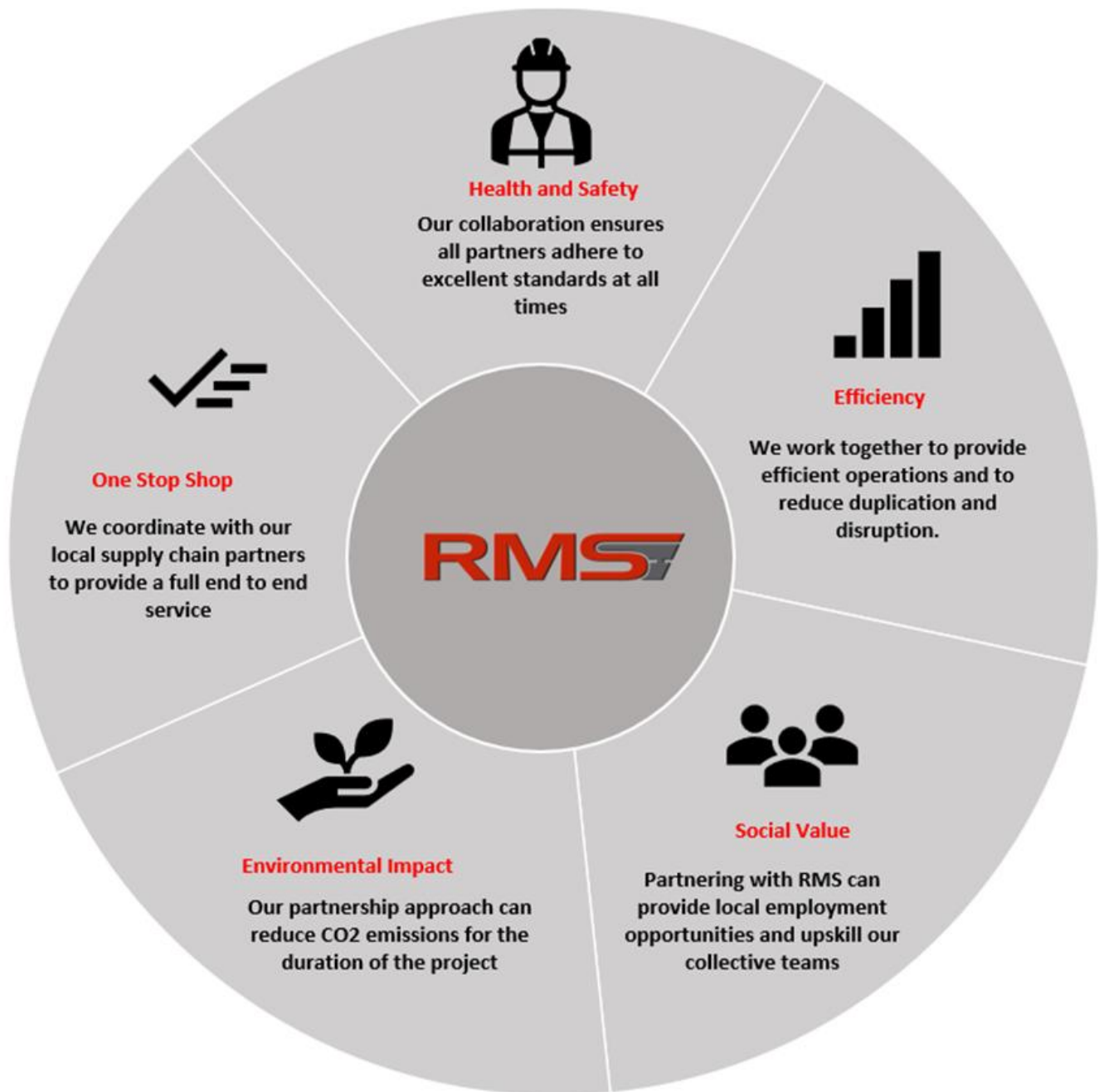
Road Maintenance Services Limited supplies the following specialist surface treatment products & associated services:

- Surface Dressing – carriageway & footway
- Micro Asphalt Surfacing – carriageway & footway
- Slurry Seal – carriageway & footway
- HAPAS certified Cold Applied Ultra-Thin Surfacing systems (CAUTS)
- Reactive maintenance works
- Surface treatment site preparatory works

Road Maintenance Services (Preservations) Limited supplies the following specialist products & services:

- Asphalt Preservation
- Specialist decorative surface treatments
- Surface treatment site preparatory works





Road Maintenance Services Limited and Road Maintenance Services (Preservations) Limited 2026 Environmental Policy Statement

It is the firm policy of Road Maintenance Services Limited (RMS) & Road Maintenance Services (Preservations) Limited (RMSP) that it will plan & complete all business & work activities ensuring that all potential environmental hazards & environmental impacts are identified & eliminated or minimised so far as is reasonably practicable. The environmental systems, procedures & working practices implemented & developed by RMS & RMSP are appropriate to the nature, scale, scope & environmental impacts of our business & the work activities completed.

RMS & RMSP will ensure that all environmental impacts resulting from our work & business activities are identified, assessed & formally recorded. Suitable & sufficient environmental management action plans are completed, implemented & maintained to eliminate or minimise all identified environmental impacts. All RMS & RMSP undertakings will fully comply with all applicable environmental legislation requirements & environmental best practices.

This environmental policy will be communicated to all RMS & RMSP employees to ensure that they fully understand the responsibilities of the Company, the responsibilities of the RMS & RMSP management teams and their own responsibilities.

RMS fully supports the principle of employee participation in environmental matters and will actively encourage all employees to help in the protection of the environment.

Our 2026 Environmental Policy objectives are:

- To formally review, update & re-issue the RMS Environmental Management System at least every 12 months, & continually improve & develop our environmental policies, procedures & working practices.
- To provide a minimum of 3 additional hybrid / electric vehicle(s) to replace current fossil fuel vehicles, further reducing the use of fossil fuels & lowering our carbon footprint.
- To responsibly manage & utilise all finite raw materials whilst completing our business & work activities & complete detailed records of material usage & reconciliation throughout 2026.
- To maintain a formal programme of 3 monthly site discharge water quality testing at High Legh Depot & review the records of laboratory test reports.
- Reduce the use of diesel fuel in 2026 by a minimum of 5% across the business, pro rata to volumes of surface treatments applied in 2025.
- To monitor & record energy usage, fuel usage, material usage & other applicable environmental data & use the information to calculate the carbon footprint for specific surface treatment contracts / projects completed by RMS & RMSP.
- To ensure that all types of pollution are prevented whilst completing all RMS & RMSP business & work activities.
- To ensure that suitable & sufficient environmental information, instruction, training & retraining is provided for all RMS & RMSP employees to ensure they fully understand all environmental responsibilities & procedures.
- To maintain the ISO 14001:2015 Environmental Accreditation standard at RMS High Legh Depot & Workshops.
- To complete & publish an Annual Environmental Report for the period January – December 2025 early before the end of April 2026.
- To continue to complete social value opportunities & initiatives on surface treatment contracts / projects completed throughout the United Kingdom & report actions completed in contract specific Social Value Registers.
- To participate in tree planting programmes, working with supply chain partners, to offset RMS carbon emissions.
- To ensure this policy statement is displayed on all office & depot notice boards in January 2026 & included in the HSQE Working Documents issued to all RMS & RMSP operational surface treatment teams.



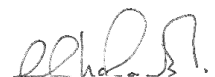
Simon Fyfe
Managing Director



Andrew Holland
Company Director



Chris Barlow
Company Director



Craig Charlesworth
Company Director

Next scheduled RMS & RMSP Environmental Policy Statement review date: January 2027.

Road Maintenance Services Limited and Road Maintenance Services (Preservations) Limited 2026 Sustainability Policy Statement

Sustainability Policy

Road Maintenance Services Limited (RMS) & Road Maintenance Services (Preservations) Limited (RMSP), led by the Managing Director & Company Directors are committed to promoting & developing sustainability across all areas of the RMS business. Awareness of environmental issues & concerns, & promoting a broader sustainability agenda, are a core principle covering all RMS & RMSP business & work activities. RMS will work proactively with Clients, suppliers & all other stakeholders to promote & share good sustainability practices, to protect the environment, minimise environmental impacts & continually improve our sustainability performance.

Sustainability Principles

- To meet our compliance obligations including all applicable legislation, regulations, codes of practice & industry best practices.
- To integrate sustainability considerations into all our business activities.
- To ensure that all RMS & RMSP employees are fully aware of our Sustainability Policy & are committed to implementing & improving it.
- To make clients, suppliers & all other stakeholders aware of our Sustainability Policy & encourage them to adopt sound sustainable management practices & the principles of continual improvement.
- To continually improve our own sustainability performance.

2026 Practical Steps to Successfully Implement the Sustainability Policy

- **Climate Change & Energy Use.** We will proactively monitor & reduce our use of energy & emissions of greenhouse gases in the design, application & aftercare of innovative surface treatment solutions to reduce our impact on climate change.
- **Natural Resource Protection.** We will maximise resource efficiency when designing, planning & completing the application of surface treatments, & all other associated work activities, by eliminating or minimising all waste streams & taking all opportunities to recycle potential waste materials & reuse recycled aggregates.
- **Environmental Impacts.** We will ensure that our business activities do not pollute or contaminate air, land or water & take all opportunities to eliminate, minimise or reduce our environmental impacts.
- **Economic & Social Value Goals.** Options to boost local economies will be assessed & implemented on all contracted works – including using locally available accommodation, using local suppliers, employing local people & supporting our clients sustainability & environmental goals, objectives & KPIs, whenever possible & practical to do so.
- **Sustainable Consumption.** We will continually strive to understand & exceed our customer expectations & meet their demands for more sustainable surface treatment solutions.
- **Environmental Management System.** We will continually review, develop & improve our Environmental Management System, & working practices, to improve our sustainability performance.
- **Communication & Training.** We will ensure our sustainability objectives are achieved by communicating our sustainability policy to all employees & completing training, & retraining as required, to ensure all RMS & RMSP personnel fully understand their roles & responsibilities.
- **Carbon Footprint Monitoring.** RMS & RMSP will collate all applicable consumption data & produce surface treatment contract / project / site specific carbon footprint reports & case studies throughout 2026 as evidence of our sustainability good practices. RMS Scope 1 & Scope 2 data will be calculated & recorded monthly in 2026.
- **Investment.** RMS & RMSP will continue to invest in new machinery & new technology to further reduce our carbon footprint & environmental impacts.



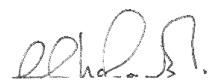
Simon Fyfe
Managing Director



Andrew Holland
Company Director



Chris Barlow
Company Director



Craig Charlesworth
Company Director

Next scheduled RMS & RMSP Sustainability Policy Statement review date: January 2027.



Carbon Emissions Reporting

The United Kingdom's Government has made a firm commitment to significantly reduce the emissions of carbon into the environment. RMS supports this important initiative by taking steps to assess our environmental impact, developing and implementing collection of base data systems, fuel saving procedures, investment into fuel-efficient vehicles, plant and equipment. We also accurately calculate the carbon emissions resulting from all our work activities that covers our total carbon footprint.

Summary:

- ❖ Development of the RMS Environmental & Sustainability Steering Group to collate & co-ordinate environmental & sustainability policies, procedures & records.
- ❖ Working with supply chain partners on tree planting schemes to offset our carbon emissions.
- ❖ Considerable progress has been achieved in reducing our carbon emissions since 2020.
- ❖ Collection of 2023 Scope 1 & Scope 2 carbon emissions data has been completed & our carbon reduction plan reviewed & modified for 2024 (PPN 06/21), based on carbon emissions reductions to date



Baseline Year Emissions Reporting: 2020

Emissions	Total kgCO ₂ e		
Scope 1 - Fuel(s) Usage	Total Usage (Litres)	2020 Conversion Factors	Total KgCO ₂ e
Diesel	598,692	2.54603	1,524,287.79
Gas Oil	301,473	2.75776	831,390.18
Unleaded Petrol	2,941	2.16802	6,376.15
Kerosene	9,100	2.54039	23,117.55
Scope 2 – Electricity Usage	Total Usage (KWH)	2020 Conversion Factors	Total KgCO ₂ e
High Legh Offices & Workshops Woofferton Office Crossgates Office Hampshire Accommodation Staffordshire Accommodation South Wales Accommodation	133,594	0.23314	31,146.11

Total RMS Emissions 2020 Scope 1 & Scope 2 Data	Total KgCO ₂ e	2,416,317.77kg	Baseline Data
	Total Tonnes CO ₂ e (TCO ₂ e)	2,416.31t	
	Total Tonnes Carbon (TC)	658.99t	
	6,144,123m² completed =		
	0.39 KgCO₂e / m²		

Annual Emissions Reporting: 2021

Emissions	Total kgCO ₂ e		
Scope 1 - Fuel(s) Usage	Total Usage (Litres)	2021 Conversion Factors	Total KgCO ₂ e
Diesel	640,620	2.51233	1,609,448.84
Gas Oil	350,281	2.75857	966,274.66
Unleaded Petrol	4,250	2.19352	9,322.46
Kerosene	17,740	2.54014	45,062.08
Scope 2 – Electricity Usage	Total Usage (KWH)	2021 Conversion Factors	Total KgCO ₂ e
High Legh Offices & Workshops Woofferton Office Crossgates Office Stafford Office South Wales Office Lancashire Office Hampshire Accommodation Staffordshire Accommodation South Wales Accommodation	130,494	0.21233	27,707.79

Total RMS Emissions 2021 Scope 1 and Scope 2	Total KgCO ₂ e	2,657,815.84kg	+ 10% increase in carbon emissions compared to 2020 base line data due to increased number of surface treatment teams & volume of work completed.
	Total Tonnes CO ₂ e (TCO ₂ e)	2,657.81t	
	Total Tonnes Carbon (TC)	724.85t	
	6,289,995m² completed = 0.42 KgCO₂e / m²		

Annual Emissions Reporting: 2022

Emissions	Total kgCO ₂ e		
Scope 1 - Fuel(s) Usage	Total Usage (Litres)	2022 Conversion Factors	Total KgCO ₂ e
Diesel	673,481	2.51233	1,724,111.36
Gas Oil	7,785	2.75857	21,475.47
Unleaded Petrol	2,788	2.19352	6,022.08
Kerosene	13,730	2.54014	34,874.20
Scope 2 – Electricity Usage	Total Usage (KWH)	2022 Conversion Factors	Total KgCO ₂ e
High Legh Offices & Workshops Woofferton Office Crossgates Office & Workshops Stafford Office South Wales Office Hampshire Accommodation Staffordshire Accommodation	152,453	0.19338	29,481.36

Total RMS Emissions 2022 Scope 1 and Scope 2	Total KgCO ₂ e	1,815,964.45kg	25% reduction in carbon emissions compared to 2020 baseline data. 32% reduction in carbon emissions compared to 2021 carbon data.
	Total Tonnes CO ₂ e (TCO ₂ e)	1,815.96t	
	Total Tonnes Carbon (TC)	495.26t	
	4,749,431m ² completed = 0.38 KgCO ₂ e / m ²		

Annual Emissions Reporting: 2023

Emissions	Total kgCO ₂ e		
Scope 1 - Fuel(s) Usage	Total Usage (Litres)	2023 Conversion Factors	Total KgCO ₂ e
Diesel	648,215	2.51	1,627,021
Unleaded Petrol	6,210	2.1	13,042
Kerosene	8,929	2.54	22,680
Scope 2 – Electricity Usage	Total Usage (KWH)	2023 Conversion Factors	Total KgCO ₂ e
High Legh Offices & Workshops Crossgates Office & Workshops Stafford Office Hampshire Accommodation Staffordshire Accommodation	171,371	0.207074	35,486

Total RMS Emissions 2023 Scope 1 & Scope 2 Data	Total KgCO ₂ e	1,698,229kg	30% reduction in carbon emissions compared to 2020 baseline data. 6.5% reduction in carbon emissions compared to 2022 carbon data.
	Total Tonnes CO ₂ e (TCO ₂ e)	1698.23t	
	Total Tonnes Carbon (TC)	463.15t	
	4,178,505m ² completed = 0.41 KgCO ₂ e / m ²		

Annual Emissions Reporting: 2024

Emissions	Total kgCO ₂ e		
Scope 1 - Fuel(s) Usage	Total Usage (Litres)	2024 Conversion Factors	Total KgCO ₂ e
Diesel	756,302	2.51279	1,900,428
Unleaded Petrol	7,685	2.0844	16,018
Kerosene	13,003	2.54015	33,029
Scope 2 – Electricity Usage	Total Usage (KWH)	2023 Conversion Factors	Total KgCO ₂ e
High Legh Offices & Workshops Crossgates Office & Workshops Stafford Office Hampshire Accommodation Staffordshire Accommodation	183,830	0.20705	38,062

Total RMS Emissions 2023 Scope 1 & Scope 2 Data	Total KgCO ₂ e	1,987,537kg	21% reduction in carbon emissions compared to 2020 baseline data.
	Total Tonnes CO ₂ e (TCO ₂ e)	1,987.54t	
	Total Tonnes Carbon (TC)	542.05t	17% increase in carbon emissions compared to 2023 carbon data.
	4,714,553m ² completed = 0.42 KgCO ₂ e / m ²		

RMS Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, RMS have adopted the following carbon reduction targets.

Based on progress to date, we have revised our original carbon reduction targets. We have set achievable targets & now believe that our carbon emissions will decrease to 440 TC by 2027, based on current output / production forecasts.

- This is a total reduction of 33% compared to the 2020 baseline year emissions data.
- This is a further reduction of 5% compared to the 2023 annual emissions data.



RMS Health & Wellness 2024 - 2025

Throughout 2024 RMS reviewed & developed significant improvements in incident reporting. We have implemented a system of increased incident awareness and reporting in order to drive changes to improve health, safety & welfare standards.

Mental health awareness.

Since the Covid-19 pandemic the health and wellbeing of our employees has become more important than ever. We continue our support of the industry charity Mates in Mind to break the stigma associated with mental health issues and we ran a programme of activities to support employees during Mental Health Awareness Week.

RMS has an extensive team of trained mental health first aiders, to recognise and support those who have mental health concerns and spot the trigger signs. The number of trained mental health first aiders will be reviewed again for 2025 to ensure there is sufficient coverage & availability across the RMS business. This is supported by the completion of annual Mental Wellbeing Awareness Training with all RMS employees.



Environmental Impacts of RMS Work Activities

The preparation for, & completion of, surface treatment works, and other associated work activities, creates a number of potentially significant environmental impacts:

- ❖ **Generation of Airborne Dust.** Airborne dust can potentially be created in depot / storage sites & on surface treatment sites due to the stockpile & use of fine aggregates & vehicle movements or operation, particularly mechanical road sweepers.
- ❖ **Gaseous Emissions.** Gaseous emissions are created by the use of vehicles & plant to complete surface treatment works.
- ❖ **Fuel & Chemical Spillage.** The bulk storage, handling & use of fuels, oils & bitumen emulsion, inherent in RMS works activities, creates the potential for fuel and chemical spillages in depot / storage sites & on surface treatment sites.
- ❖ **Noise & Vibration Generation.** Noise & vibration may be generated due to the use of vehicles, plant & equipment & could create a nuisance if not effectively managed.
- ❖ **Energy Usage.** RMS work activities require the use of fuels for vehicles & electricity at office, workshops & depot facilities.
- ❖ **Waste Generation.** Despite having procedures in place to eliminate / minimise all potential waste streams, RMS work activities do generate waste that has to be collected, stored & disposed of in compliance with all applicable legislation & industry best practices.
- ❖ The Environmental Management System includes procedures to assess our environmental impacts, identify significant impacts, assess the effectiveness of control measures. Identify opportunities for improvement(s), & designate environmental care & control responsibilities
- ❖ Environmental Impact Assessments have been completed for all RMS work activities & are a key function in the control of impacts & risks to the environment created by the Companies business activities.
- ❖ The completed Environmental Impact Assessments are used to set environmental objectives, develop the environmental management action plans & drive forward continual improvements.
- ❖ The Environmental Impact Assessment comprises of an inspection of the site and / or work activity and a review of compliance and, where applicable, site monitoring records to determine the environmental impact 'score' under:
 - Normal operating conditions
 - Reasonably foreseeable abnormal conditions
 - Emergency conditions

'Normal conditions' are defined as:

Day to day working conditions & common weather conditions with usual control measures in place.

'Abnormal conditions' are defined as:

Reasonably foreseeable conditions where emissions or impacts may be greater than normal circumstances. These can include maintenance works, vehicle or plant breakdowns or adverse weather conditions.

'Emergency condition' is defined as:

A circumstance in which an unexpected, sudden severe environmental impact may occur which requires procedures in place to ensure the environmental impact is avoided or minimised.

All conditions must be considered & recorded during the completion of the Environmental Impact Assessment.

All impacts scoring in excess of 4 are regarded as significant impacts & Management Action Plans are developed & implemented to ensure all such impacts are effectively managed & controlled.



Waste Management & Recycling

RMS has previously identified that waste management & recycling is an area of potentially significant environmental impact if not effectively managed & controlled. Considerable progress has been achieved in minimising volumes of waste sent to licenced landfill sites for disposal & maximizing all opportunities to recycle potential waste products. This process also involves continual innovation in our business activities by reducing the volumes of potential waste materials – particularly surface dressing aggregates – at source. This is achieved by the continual development of innovative surface treatments & working practices that result in the collection of lower volumes of post sweep materials from the completed work sites.

During 2025 the following achievements were completed:

- ❖ Recycling / reprocessing of previously stockpiled post sweep aggregate material completed at 3 RMS depot locations in England & Wales. This has resulted in the production of 10000te of recycled aggregates that will be utilised in surface treatment contracts throughout the UK in 2026 & minimise the use of finite virgin aggregates.
- ❖ RMS continues to work in partnership with Clients & specialist recycling businesses to further reduce the volumes of potential waste materials sent to licenced landfill sites. Pre sweep & post sweep materials, that contain fine aggregate waste materials & soil products & cannot be recycled or reused by RMS, are taken by other recycling specialists who can recycle them into marketable products for reuse.
- ❖ Although our business activities only generate minimal domestic / household waste in 2025 there has been an ongoing focus on taking opportunities to recycle these potential waste products whenever possible. Specialist waste contractors collect & recycle a number of potential waste materials including paper, cardboard, metals, oils, plastics, batteries & ink cartridges.

Waste Management & Recycling - Objectives For 2026

Continued emphasis on reducing the volumes of post sweep aggregates collected for recycling. This will continue to be achieved by:

- ❖ Continual innovation & development of new specialist surface treatments.
- ❖ The ongoing review & development of more efficient working methods & procedures.
- ❖ Continuing investment in new, state of the art vehicles, plant & machinery
- ❖ Taking all opportunities to recycle & reuse all potential waste materials.

Identifying & implementing options to incorporate the use of other recycled materials into all aspects of RMS work activities.



Water Usage

RMS business activities do not involve abstraction or excessive use of water resources. The use of water within our business activities is primarily for domestic type activities.

Water Usage - Objectives For 2026

- ❖ Continued to minimise / reduce water usage, so far as is reasonably practicable, in all areas of the business throughout 2026.



Electricity Usage

The use of electricity at RMS is restricted to consumption at our office, depot & workshop facilities. In 2019 improved procedures for using, recording, monitoring & reducing electricity usage have been implemented in order to accurately record usage & identify potential opportunities to reduce electricity usage:

- ❖ Continuing programme of upgrades to lower electricity consumption light units, particularly in RMS workshop & depot facilities.
- ❖ Environmental awareness training / retraining for all employees including the environmental, business & cost benefits of minimising electricity consumption. • Greater enforcement of requirement to turn off all electrical items when not in use.
- ❖ Use of air power tools whenever possible to minimise use of electrically powered tools.
- ❖ Systems to formally record electricity usage, compare performance from previous years & set achievable targets for reduction of usage.

Electricity Usage - Objectives For 2026

- ❖ Continue identifying & implementing all opportunities to reduce electricity consumption.
- ❖ Continue to record electricity consumption & set formal targets for reduction of usage in all areas of the business.

Fleet and Transport

RMS operates as a specialist surface treatments contractor throughout the United Kingdom. The Company owns & operates a fleet of over 300 vehicles & specialist plant items. Additional vehicles & plant items are hired or leased as required to meet our business objectives. Consequently, fuel usage is both a significant environmental impact and a significant cost to our business.

As a key part of the development and implementation of the Environmental Management System, RMS has introduced numerous policies, working procedures & best practices to reduce / minimise fuel usage in all areas of the business.

These include:

- ❖ The appointment of a full-time Transport Manager, supported by full-time Transport Administrators, to coordinate the provision & use of vehicles & plant within the business, collate inspection & defect records, inspection / maintenance / service records, maintain records of driver's licences & relevant qualifications & collate fuel usage data.
- ❖ Planning & co-ordination of all work activities to minimise vehicle requirements & all vehicle movements.
- ❖ Continuing significant annual investment in new, fuel efficient vehicles & plant.
- ❖ Detailed daily vehicle & plant inspection regime & defect reporting.



- ❖ Servicing & maintenance regimes in excess of manufacturer's specifications to ensure optimum reliability & efficiency of all vehicles & plant.
- ❖ Formal assessment of RMS vehicle & plant drivers, by externally qualified assessors, to monitor performance, ensure driving techniques minimise fuel usage & provide training or guidance as required to improve performance.
- ❖ The completion of extensive fuel issue & usage records.
- ❖ Maintenance of the FORS transport accreditation Silver standard in 2023.

Fleet and Transport - Objectives For 2026

- ❖ Continued investment in new, fuel efficient vehicles & plant.
- ❖ Minimise use of vehicles & the number of vehicle journeys completed.
- ❖ Continued monitoring & recording of vehicle usage & fuel consumption in all areas of the business

Legal Compliance

It is the stated Company Policy of Road Maintenance Services Limited that all work activities are completed with full compliance of all applicable legislation. A comprehensive Environmental Legislation Register is included in the RMS Environmental Management System & compliance formally assessed & recorded.

Legal Compliance - Objectives For 2026

- ❖ Continued review & implementation of all new or amended environmental legislation.
- ❖ Continued compliance with all applicable legislation.
- ❖ Environmental legislation update newsletter to be issued to all Company Directors & Responsible Managers monthly.
- ❖ Annual review, update & reissue of the Environmental Legislation Register to ensure the Register is maintained fully & accurately.

External Accreditation and Certification

RMS maintains certification to the ISO 14001, ISO14001 & ISO9001 Standards as evidence of the Health, Safety, Environmental & Quality Assurance standards in place across the RMS business.

RMS currently holds 6 HAPAS Certificates for surface treatment proprietary processes.

The ongoing external audit / reassessment process for the external accreditation & certificates is a key driver in identifying & implementing further opportunities for continual improvements.





Careers

Join the family. Discover a career packed full of exciting opportunities with a company that cares.

Personal Professional Development

At RMS, we are always looking for ways to improve how we operate. Our people are our strength & our future. This dedication to progression means that there are various opportunities for professional development across all sectors of our business. It is an RMS objective to encourage all RMS employees to fulfil their individual potential

Internal

We have a wealth of expertise in providing road surface treatments. Authorised competent personnel at all levels deliver internal training to ensure that we continue to share knowledge & develop competence. Our Health and Safety training enables us to keep our staff and all stakeholders healthy and safe, on and off-site. Internal training can take many forms, from toolbox talks to practical 'on the job' training & development.

External

The skillset of our workforce is continually assessed and improved upon; from HGV qualifications to accountancy courses, we make sure that we are compliant with all legislation and continue to perform at the highest standards. With accredited qualifications, internal and external training, we hope that in joining RMS you can unlock your full potential.

Plant Fitter

Full Time | High Legh

Job Description : As part of our continuous growth we are now looking for a Plant fitter to be...

[Apply Now](#)

Receptionist / Administrator

Full Time | High Legh

Job Description : We currently have a vacancy for a Receptionist/Administrator where you will be part of the administrative...

[Apply Now](#)

HGV Technician / Mechanic

Full Time | High Legh

Job Description : As part of our continuous growth we are now looking for a HGV Mechanic/Fitter to be...

[Apply Now](#)

HGV Class 2 Drivers – South Wales

Seasonal | South Wales

Job Description : We are on the lookout for talented, ambitious individuals to join our dynamic business. We have...

[Apply Now](#)

HGV Class 2 Drivers – North Wales

Seasonal | North Wales

Job Description : We are on the lookout for talented, ambitious individuals to join our dynamic business. We have...

[Apply Now](#)

HGV Class 2 Drivers – South

Seasonal | South England

Job Description : We are on the lookout for talented, ambitious individuals to join our dynamic business. We have...

[Apply Now](#)