

## Energy Policy

RAM Universal is committed to reducing its environmental impact and promoting sustainability in all aspects of its operations. This Energy Policy outlines our commitment to energy efficiency, conservation, and the use of renewable energy sources. We aim to minimise our carbon footprint, optimise energy consumption, and continuously improve our energy performance. This policy applies to all employees, contractors, and stakeholders involved in our business activities.

### Objectives

**1.1. Reduce Energy Consumption:** We will implement energy-efficient practices to minimise energy usage across our operations. This includes the efficient use of equipment, lighting, heating, ventilation, and air conditioning (HVAC) systems, and other energy-consuming processes.

**1.2. Promote Renewable Energy:** We will actively continue to seek opportunities to transition to renewable energy sources, such as solar, wind, and geothermal, to power our operations. We will evaluate and invest in renewable energy technologies that are suitable for our business.

**1.3. Enhance Energy Awareness:** We will promote energy conservation and awareness among our employees, contractors, and stakeholders. Regular communication and training programs will be conducted to ensure everyone understands the importance of energy efficiency and their role in achieving our energy goals.

**1.4. Continual Improvement:** We are committed to measuring and monitoring our energy performance regularly. We will set achievable energy targets, track our progress, and continuously seek opportunities for improvement.

### Responsibilities

**2.1. Management:** The management team is responsible for establishing and implementing energy efficiency initiatives, promoting renewable energy adoption, and allocating necessary resources to support energy conservation efforts.

**2.2. Employees:** All employees are expected to adhere to the energy efficiency practices outlined in this policy. Employees are encouraged to contribute ideas and suggestions for improving energy efficiency and conservation.

**2.3. Contractors and Suppliers:** We will collaborate with contractors and suppliers who share our commitment to energy efficiency and sustainability. We will seek partnerships with companies that offer environmentally friendly products and services. This will be enforced using a supplier questionnaire which asks suppliers to divulge their approach to sustainability.

## Energy Conservation Practices

**3.1. Energy-efficient Equipment:** We will prioritise the purchase and use of energy-efficient equipment and appliances throughout our operations. Consideration will be given to energy labels, such as ENERGY STAR, when procuring new equipment.

**3.2. Lighting:** We will use energy-efficient lighting solutions, such as LED or CFL bulbs, and implement lighting controls, such as occupancy sensors and timers, to minimise energy wastage.

**3.3. Heating, Ventilation, and Air Conditioning (HVAC):** We have, and will continue to, optimise HVAC systems by implementing temperature controls, regular maintenance, and proper insulation to reduce energy consumption while ensuring employee comfort.

We will continue to take energy savings from our geothermal heating and cooling systems. This heat is stored below the frost line and can be extracted by using a pipe loop system and a heat pump. The loops carry the heated liquid to your home, where the heat pump is located (usually in the basement). The heat pump extracts the heat from the liquid and pushes it to your HVAC system, which then distributes it throughout the house. After the heat is removed, the water circulates back into the loop system and the process is repeated.

**3.4. Employee Engagement:** We will raise awareness among employees about energy conservation practices through communication campaigns. Employees will be encouraged to suggest energy-saving ideas and report any energy-related issues.

## Renewable Energy Adoption

**4.1. Feasibility Assessment:** We will conduct regular assessments to evaluate the feasibility of adopting renewable energy sources for our operations. These assessments will consider factors such as site suitability, cost-effectiveness, and the availability of incentives or grants.

**4.2. Renewable Energy Procurement:** Where feasible, we will procure renewable energy from reliable and certified suppliers. This may include purchasing Renewable Energy Certificates (RECs) or entering into power purchase agreements (PPAs) with renewable energy providers.

**4.3. On-site Generation:** We will continue to explore opportunities for on-site renewable energy generation, such as installing further solar panels or small-scale wind turbines, to supplement our energy needs.

## Compliance and Review

**5.1. Compliance:** We will comply with all applicable laws, regulations, and standards related to energy efficiency and conservation.

**5.2. Review:** This Energy Policy will be reviewed periodically to ensure its ongoing suitability and effectiveness. Updates and improvements will be made as needed to align with emerging best practices and technologies.

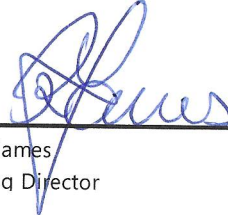
By adhering to this Energy Policy, we aim to minimise our carbon footprint, reduce energy costs, and contribute to a sustainable future. Each employee and stakeholder play a vital role in achieving our energy goals, and we encourage everyone to actively participate in our energy conservation efforts.

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Robert James  
Managing Director

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Richard James  
Managing Director