

Responsible Business Vision

September 2021 - September 2026



Like many progressive businesses, RISE is driven by ESG, it's short for Environment, Social and Governance and at its heart is planet, people, prosperity and the principles of good governance.

Our primary intent is the environment and the critical role the construction industry will play in arresting climate change, from net zero to deconstruction, to carbon foot-printing, renewable energies, supply chains, circular economies, technology and green financing.

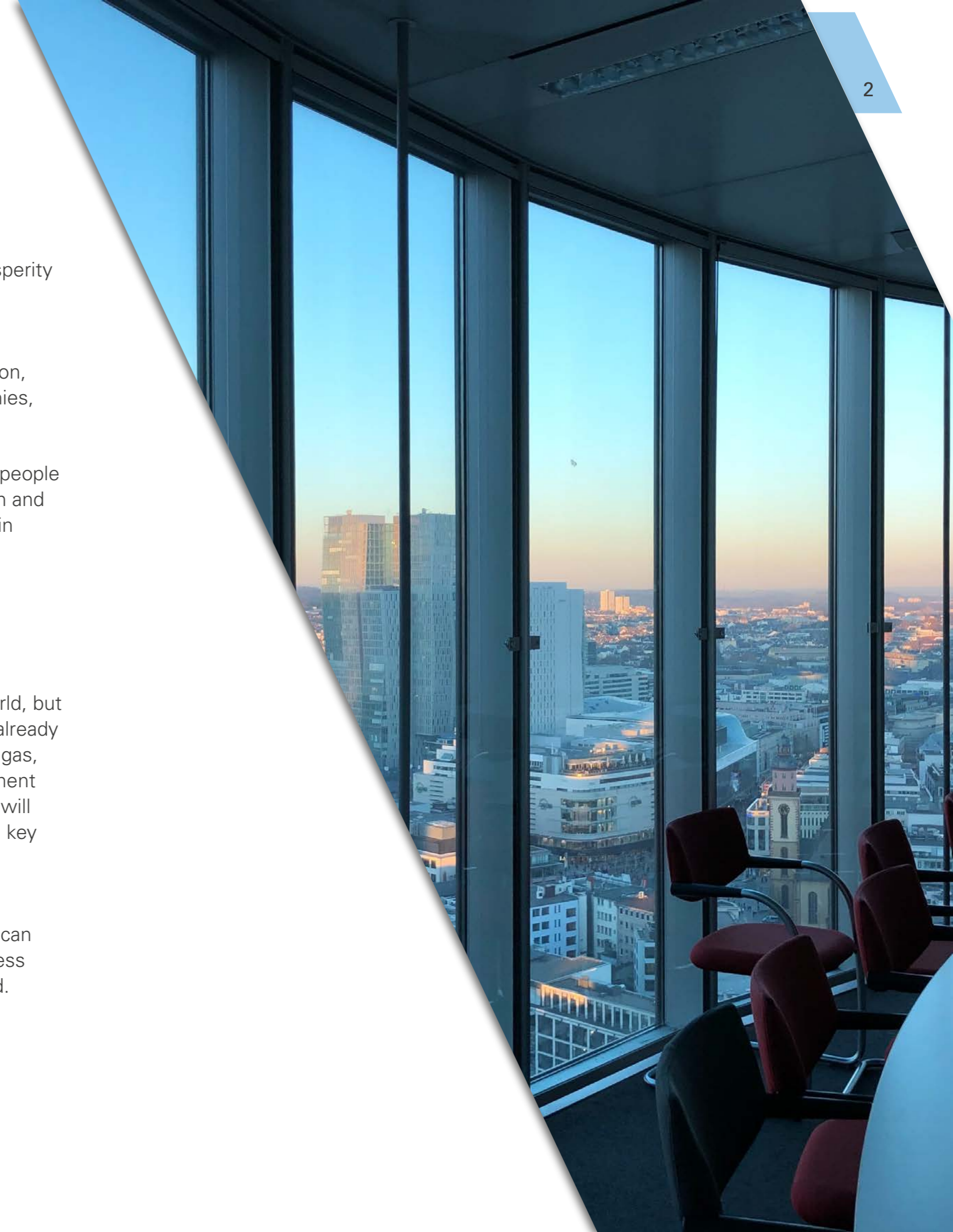
But RISE goes beyond environment to society. We believe in the power of people and prosperity to improve the quality of our world, driven by equality, health and well-being, future skills, community, social vitality and constant innovation in better products and services.

We recognise the importance of governance, by being uncompromising on ethical behaviour, mitigating risk and opportunity oversight and constantly encouraging stakeholder engagement.

RISE understands that sustainability won't just impact the future of our world, but the future of our business. Sustainability will bring new opportunities, it is already re-framing markets – by 2027, wind and solar capacity will exceed coal and gas, electric cars will be cheaper to produce than fossil fuels and ethical investment will top £48bn. But it will go further, a businesses' sustainability strategies will help retain critical employees and recruit the best new ones and it will be a key driver for customer loyalty.

It is why RISE is putting such a high store on developing its competitive differences, its people strategies and its Client development plans. So, we can become a sustainable business that's capable of sustaining massive business change – and build like-minded partnerships that can help change the world.

GARETH STAPLETON
FOUNDER & PARTNER



Introduction

Our sense of responsibility has never been greater, to our people, to the world we live in, to an industry in need of change and to the RISE of tomorrow. It's time to be a new type of business, a better type of business, a more accountable type of business that is driven by diversity and inclusion, the value of society and our environment as much as profit and the corporate trappings of success.

That's the sort of business RISE wants to be. We call it **Responsible Business**. It's not Corporate Social Responsibility in another name, but an integral part of our corporate way of being and it will be pivotal in nurturing the people, business propositions, Client partnerships and working practices that will shape RISE 3.0 and beyond.

Our Responsible Business strategy starts here. You will read about its founding principles, the 5 pillars at its heart, the strategies to achieve them and how we will engrain all of this into every facet of the way RISE thinks, feels and behaves. At the end of the day these are words, no more no less and we need your help to turn them into powerful and resonant actions.



GARETH STAPLETON
FOUNDER & PARTNER

Sustaining a conversation

At the heart of RISE's Responsible Business strategy is one word: ***sustain***.

It is a deliberately forward-looking word, because we're a progressively minded business. We have a simple belief: what RISE helps to create today must be capable of sustaining a better future, so that all of us can sleep a little bit better when we think about the world we're leaving to future generations.

RISE's approach to Responsible Business is driven by the many guises of sustain.

Our first focus is environmental sustainability. It's not just how we play our part to sustain the world's resources, but how we provide Clients with more sustainable solutions, from new energy sources to the new materials and technology that reduces environmental impact. We are driven to square the circular economy, but that's just one part of our Responsible Business.

RISE's social responsibility is not just about environmentalism but the environment we create around our people. We do all in our power to sustain the physical and mental well-being of our people - by prizing diversity, inclusion and openness; by encouraging our people to find a strong sense of purpose in the work they do and the causes they support; by creating flexibility and possibility in equal measure and by always acting ethically and responsibly.





Our success won't be judged by retention or job satisfaction alone, but by human sustainability: how RISE's people help to actively improve the societies they inhabit. We encourage our employees to be good local and global citizens and we stand with our people and help them to support the local communities and global charities that fire them up.

We are a progressive company who recognises the importance of buildings with a past, to local communities and society in general. It is why modernising heritage is so important to us. RISE actively seeks to sustain buildings of importance by modernising and contemporising them, so that they are fit for the future, are strongly environmentally conscious and can continue to play a key role in their communities. But RISE goes beyond sustaining the environment, people, societies and communities, to economic sustainability.

RISE doesn't shape its CSR to meet financial targets. We believe in the power of social and environmental sustainability, combined with the value of the Client relationships we build around the circular economy and the level of employee engagement our people strategy creates, to help drive sustainable revenues and growth. That way RISE can afford to better meet our responsibility as a business and as an employer.

We commit to:

1. Becoming carbon neutral within 5 years. Reducing our impact on natural resources and achieving net zero carbon
2. Building innovative partnerships and supply chains that help reduce the environmental impact of every built environment RISE partners.
3. Actively participating in the circular economy.
4. Constantly nurturing the physical and mental well-being of every single one of our people. Prizing a diverse, inclusive, open and flexible working environment.
5. Standing with our people as they improve the societies and communities they care about.

We commit to in the next 5 years

1 CARBON NEUTRAL



Becoming carbon neutral within 5 years. Reducing our impact on natural resources and achieving net zero carbon.

- \ Reducing carbon emissions from air travel
- \ Reduce impact of office heating / cooling
- \ Utilise renewable source electricity
- \ Reduce power consumption of IT hardware
- \ Reduce CO2 emissions from use of consumables

2 ENVIRONMENTAL IMPACT REDUCTION



Building partnerships and supply chains that help reduce the environmental impact of every built environment RISE partners.

- \ Zero Waste and Zero Carbon by 2026
- \ Buying Local – 50% of suppliers must be within 10 miles of location
- \ Partnering with those aligned to the 'RISE way' ie. Responsible, Ethical and Green businesses

3 CIRCULAR ECONOMY



Actively participating in the circular economy by adopting sustainable building practices in order to reduce costs and save time.

- \ Incorporate the principles of the circular economy (PCE) into RISE as a business.
- \ STAGE-1: Existing offering - Incorporate the PCE into the existing RISE 360 offering.
- \ STAGE-2: New offering - Expand the RISE 360 offering to include the PCE at each stage of project's life cycle (i.e., RIBA stages).

4 PHYSICAL AND MENTAL WELL-BEING



Constantly nurturing the physical and mental well-being of every one of our people. Prizing a diverse, inclusive, open and flexible working environment.

- \ Mental Health Training and/or Workshops for Staff (all levels / Mental Health First Aiders
- \ Inclusivity Training
- \ Assistance (Hotline/Online/ App)
- \ Wellness Week (Drop in) OR Day – 1nr x month / quarter
- \ Family support
- \ Premium Days / RISE Bank Holiday
- \ Lifestyle Benefits

5 IMPROVING SOCIETIES AND COMMUNITIES



Standing with our people as they improve the societies and communities they care about.

- \ 4 volunteering events per year
- \ Providing work experience opportunities and career development in the community
- \ Partnering with schools to teach them about our industry – merge with Work Experience
- \ Supporting charities that are aligned with RISE - charity days
- \ Supporting local businesses in our area and around project sites

Responsible Business is less about first principles and more about being principled. Being prepared to call out inequality or injustice in the workplace, walking away from projects or Clients that don't meet the standards we set ourselves, or compromising our expectations to enable the things that give our environment a fighting chance. That's what we believe is principled and responsible behaviour.

This will require two things: the Executive Leadership Team's commitment to fostering an environment where acting on principle is both expected and rewarded and the personal commitment of all of us at RISE to act without fear or favour. It is why we will engrain the 5 principles that fuel our Responsible Business strategy at the heart of day-to-day operations, our business culture and corporate values. It is why we will engrain them in job definitions and daily expectations. It is why they will be formalised in our onboarding, our terms of business and our SLAs and it is why we will review our delivery of them, as individuals and as a business, quarterly.

RISE recognises that all this can't come about overnight. We are saving oceans, not boiling them, so we will be taking a phased approach:

- \ **Phase 1** will formalise the pillars, the strategies and the metrics.
- \ **Phase 2** will see the gradual introduction over the next 6 months along with the processes and mechanisms to act on them and to measure them.
- \ **Phase 3** will see the constant improvement in the way that all of us at RISE brings them to life, every moment and every day.

The team



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Richard Rigby
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