

ENVIRONMENTAL POLICY

The Company recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact that running our business has on the environment, and we encourage our clients, suppliers, and other stakeholders to do the same.

The Company is aware that our business activities result in energy consumption, paper usage, transportation and travel emissions, electronic waste, office waste, digital footprint, and water usage. We will comply with all relevant legislative, regulatory, and environmental requirements in order to act in a socially responsible manner, striving for continuous improvement in our environmental performance.

The Company will:

1. Energy Efficiency

- Commit to reducing energy consumption by using energy-efficient lighting, heating, and office equipment.
- Encourage the use of renewable energy sources where possible.

2. Paper Reduction

- Transition to a paperless office by promoting the use of digital documents, e-signatures, and online systems for CVs, applications, and contracts.
- Limit the use of printed marketing materials and prioritise digital marketing alternatives.

3. Sustainable Transportation

- Encourage remote working, virtual meetings, and interviews to reduce the environmental impact of commuting and business travel.
- Promote the use of public transport, carpooling, or cycling for employees and candidates when in-person meetings are necessary.
- Have moved our company car fleet to pure electric vehicles

4. Electronic Waste Management

- Implement proper recycling and disposal of IT equipment, ensuring that outdated technology is either repurposed or recycled responsibly.
- Adopt policies to extend the lifecycle of office electronics through maintenance and repairs.

5. Waste Reduction

- Reduce office waste by minimising single-use plastics and promoting the use of reusable, recyclable, and eco-friendly products.
- Establish recycling programmes within the office for paper, plastic, and other materials.

6. Minimise Digital Carbon Footprint

- Optimise data storage and email systems to reduce unnecessary digital waste and energy consumption.
- Use eco-friendly web hosting services and limit the environmental impact of online advertising and job listings.

7. Water Conservation

- Implement water-saving measures in office facilities, such as low-flow taps and efficient water management practices.
- Encourage employees to reduce water consumption in daily operations.

8. Sustainable Procurement

- Source office equipment, furniture, and supplies from environmentally responsible vendors, prioritising products made from sustainable, recycled, or energy-efficient materials.
- Partner with third-party service providers that demonstrate a commitment to sustainability.
- We prioritise Fair Trade suppliers.

9. Green Office Spaces

- Seek to occupy or develop energy-efficient, environmentally sustainable office spaces, including buildings with green certifications (e.g., BREEAM).
- Implement office waste management systems that prioritise recycling and composting.
- We are ESOS compliant and audited to reduce our energy consumption.

10. Technology and Communication

- Promote the use of videoconferencing and other remote communication tools to reduce the need for travel.
- Use energy-efficient communication systems and ensure that servers and digital platforms are managed with environmental sustainability in mind.

11. Employee Engagement

- Foster a culture of environmental awareness by educating employees on sustainability practices and encouraging their participation in company-wide green initiatives.

By committing to these policies, the recruitment business will strive to minimise its environmental impact and contribute to a more sustainable future. The CEO, Paul Jackman, will be responsible for implementing the above objectives, reviewing progress, and continuously updating this policy as necessary.

Paul Jackman

Paul Jackman
CEO