

## **ENVIRONMENTAL POLICY**

Team Recruit is an employment business and therefore principally considered to be of low ecological impact. However, we recognise that in providing hundreds of individuals with work every day, that this will have some impact on the environment. Team Recruit firmly believes in its responsibilities to the environment and as a fundamental part of its business is committed to an effective Environmental Management System.

Team Recruit seeks to minimise environmental impacts in all our activities and in particular, our aim is to improve waste management, to minimise the use of natural resources and to ensure all reasonable steps are taken by us and those affected by our activities to prevent pollution.

We are committed to recycling office waste such as paper and printer cartridges and have instigated methods of cutting down on the amount we use by reducing printing

All employees shall work to the Company Environmental Policy, legislative requirements and provisions and to do all that is reasonably practical to ensure effective environmental controls.

All new projects will be evaluated for likely environmental impact and Team Recruit will link environmental considerations to wider business development. In addition, environmental issues which concern interested parties, including employees and local communities will be taken into consideration in the decision-making process.

Furthermore, Team Recruit will provide training and instruction to employees to enable them to conduct their work in a manner compatible with the Company's Environmental Policy and objectives and ensure that all its employees are made aware of this Policy and any revisions to it.

To achieve environmental improvements, Team Recruit will maintain, review and revise environmental objectives and targets annually, will conduct environmental reviews and audits of activities at least one per year and will make adequate financial, human and other resources available.

*REVIEW DATE: MARCH 2020 ISSUE DATE: MARCH 2017 [VERSION 1] 1*