

ENVIRONMENTAL POLICY

Serply Recruitment Ltd

1. Policy Statement

Serply Recruitment Ltd is committed to conducting its business operations in an environmentally responsible and sustainable manner. Whilst operating primarily as a recruitment agency with no fixed office premises, we recognise our responsibility to minimise environmental impact and promote sustainable practices across all aspects of our service delivery.

We are committed to continual improvement in environmental performance and to complying with all relevant environmental legislation and regulations.

2. Scope

This policy applies to all employees, contractors, and stakeholders engaged by Serply Recruitment Ltd and covers all recruitment activities across the industrial, engineering, commercial, and construction sectors throughout the UK.

3. Our Commitments

Serply Recruitment Ltd will:

- Comply with all applicable environmental legislation and industry best practices
- Minimise waste through a digital-first, paperless approach to recruitment processes
- Reduce energy consumption by operating a remote and flexible working model
- Promote environmentally responsible practices within our supply chain and client partnerships
- Encourage clients and candidates to adopt sustainable practices where reasonably practicable
- Consider environmental impact when selecting suppliers, partners, and service providers

- Continuously review and improve our environmental performance and objectives

4. Waste Management & Resource Use

Although Serply Recruitment Ltd does not operate from a physical office location, we are committed to:

- Reducing unnecessary printing and paper usage
- Utilising secure digital systems for document storage and communication
- Minimising resource consumption across all business activities
- Ensuring any third-party providers we engage operate responsibly and in line with environmental standards

5. Travel & Emissions

Where business travel is required, Serply Recruitment Ltd will:

- Encourage the use of remote meetings and digital communication where possible
- Promote efficient travel planning to reduce unnecessary journeys
- Support the use of sustainable transport options where reasonably practicable

6. Responsibility

Overall responsibility for this policy lies with the Directors of Serply Recruitment Ltd.

All employees and representatives are expected to support and uphold this policy and contribute to the company's environmental objectives.

7. Monitoring & Review

This policy will be reviewed annually, or sooner where necessary, to ensure it remains relevant, effective, and aligned with current legislation and business operations.

8. Contact

For further information regarding this policy, please contact:

Serply Recruitment Ltd | Red Hill House, 41 Hope Street, Chester, CH4 8BU | 01244 646 892