Environmental Policy

Simple Recruitment Services Ltd, registered company no. 11189602 hereby referenced as "The Organisation" is committed to the adoption of environmentally responsible policies and practices throughout its operation. Whilst accepting that as a business operating in the service sector without any raw materials or any production operations our impact on the environment is not as substantial as that of a manufacturing organisation, we aim to encourage a positive impact through our activities via consumers, employees, communities and stakeholders.

The Organisation recognises our key impacts to be in the areas of:

- Fuel consumption
- Resource consumption
- Emissions to air
- Releases to water
- Waste generation
- Procurement

COMMITMENTS

The Organisation will comply with all relevant legislative requirements and with other requirements to which the organisation subscribes in relation to environmental aspects.

The company is committed to continuously improving its Environmental Management System to enhance environmental performance, to protecting the environment, and to preventing pollution.

The Organisation will strive to:

- Review organisational activities and identify areas where impacts can be reduced
- Minimise waste through sensible and efficient use of materials and energy
- Purchase sustainable products wherever feasible
- Publicise our environmental position
- Keep employees informed of good environmental practices and encourage employee involvement in appropriate environmental actions
- Include environmental considerations in the business travel strategy

RESPONSIBILITIES

The responsibility for the continuous improvement and maintenance of the company;s Environmental Management System will fall to the Compliance Department, and ultimately the Managing Director.

The Organisation will periodically review performance against legislative requirements associated with the areas of impact, and in accordance with the Operations Manual and Objectives.

Disclaimer: This policy is meant to provide general guidelines and should be used as a reference. It may not take into account all laws and is therefore not a legal document. The Company will not assume any legal liability that may arise from the use of this policy.

Signed: Gary Phillips – Operations Director

Date: September 2025