

Sustainability Policy for Ashendon Recruitment Limited

Introduction

At Ashendon Recruitment Limited, we are committed to promoting sustainability in all aspects of our business operations. We recognise that our activities have social, economic, and environmental impacts, and we are dedicated to conducting our business in a manner that supports sustainable development. This policy outlines our commitment to sustainability and the specific measures we will implement to achieve our goals.

Scope

This policy applies to all employees, contractors, and stakeholders involved in the operations of Ashendon Recruitment Limited. It covers all aspects of our business, including office management, client interactions, and recruitment processes.

Objectives

1. **Compliance:** Ensure compliance with all relevant sustainability legislation and regulations.
2. **Resource Efficiency:** Promote the efficient use of resources, including energy, water, and materials, to reduce waste and conserve natural resources.
3. **Social Responsibility:** Support social initiatives and contribute positively to the communities in which we operate.
4. **Economic Viability:** Ensure the long-term economic viability of our business while promoting sustainable practices.
5. **Continuous Improvement:** Regularly review and improve our sustainability performance.

Key Commitments

1. **Environmental Sustainability:**
 - **Energy and Water Management:** Implement energy-saving measures and monitor water usage to reduce consumption.
 - **Waste Reduction and Recycling:** Minimise waste generation and promote recycling and proper waste disposal.
 - **Sustainable Procurement:** Purchase environmentally friendly products and services and work with suppliers committed to sustainability.
2. **Social Sustainability:**
 - **Employee Well-being:** Foster a positive and inclusive work environment that supports the well-being and development of our employees.

- **Community Engagement:** Participate in and support local community initiatives and programs.
 - **Fair Practices:** Promote fair and ethical practices in our recruitment processes and business operations.
3. **Economic Sustainability:**
- **Responsible Business Practices:** Conduct our business in a manner that ensures long-term economic viability while promoting sustainability.
 - **Client and Candidate Engagement:** Promote sustainability awareness and practices among our clients and candidates.
 - **Innovation:** Encourage innovation and the adoption of sustainable technologies and practices in our operations.
4. **Governance and Accountability:**
- **Leadership Commitment:** Ensure that our leadership team is committed to and accountable for our sustainability goals.
 - **Employee Involvement:** Encourage active participation and input from employees in our sustainability initiatives.
 - **Stakeholder Engagement:** Engage with stakeholders, including clients, suppliers, and the community, to promote sustainability.

Monitoring and Reporting

- **Performance Measurement:** Regularly monitor and measure our sustainability performance against set objectives and targets.
- **Reporting:** Report on our sustainability performance to stakeholders, including employees, clients, and the community.
- **Review:** Conduct annual reviews of our sustainability policy and practices to ensure continuous improvement.

Responsibilities

- **Management:** The management team is responsible for ensuring the implementation of this policy and providing the necessary resources and support.
- **Employees:** All employees are expected to adhere to this policy and actively participate in our sustainability initiatives.

Conclusion



Ashendon Recruitment Limited is committed to being a sustainable and socially responsible organisation. We believe that by working together, we can make a positive impact on the environment, society, and the economy, contributing to a sustainable future. This policy will be communicated to all employees and stakeholders and will be reviewed regularly to ensure its effectiveness.

Signed,

Michelle Edwards

Director

Ashendon Recruitment Limited

2nd February 2024