



## **Environmental Policy Statement**

### **Introduction:**

Aqumen Business Solutions Ltd. T/A **AQUMEN RECRUITMENT** is a family-owned recruitment and employment business based in the UK. We recognize that our operations, although service-based, have an impact on the environment, and we are committed to minimizing this impact through responsible and sustainable practices. We believe that small actions, when combined, contribute significantly to environmental sustainability, and as such, we are dedicated to reducing our carbon footprint and promoting environmental awareness both within our business and across the communities we serve.

### **Our Commitment:**

As a recruitment and employment business, our environmental impact primarily stems from office operations, staff travel, and the use of resources such as paper and energy. We are committed to:

#### **1. Compliance with Environmental Legislation:**

We will comply with all relevant UK environmental legislation and regulations, and we aim to exceed these requirements wherever possible.

#### **2. Energy Efficiency:**

We will minimize energy use in our offices by adopting energy-efficient practices and technologies. This includes switching to energy-saving devices, using natural light where possible, and encouraging staff to turn off equipment when not in use.

#### **3. Waste Reduction and Recycling:**

We are committed to reducing waste by:

- Minimizing paper usage by encouraging digital communication and record-keeping.
- Using recycled materials wherever possible.
- Implementing a robust recycling program in all of our offices for paper, plastics, and other recyclable materials.

#### **4. Sustainable Travel:**

- We will reduce our business travel footprint by promoting the use of video conferencing for client and candidate meetings.

- When travel is necessary, we will encourage the use of public transportation, car-sharing, or low-emission vehicles.

#### **5. Supplier Engagement:**

We will seek to work with suppliers who share our commitment to environmental sustainability. Where possible, we will prioritize sourcing from environmentally responsible companies.

#### **6. Environmental Awareness:**

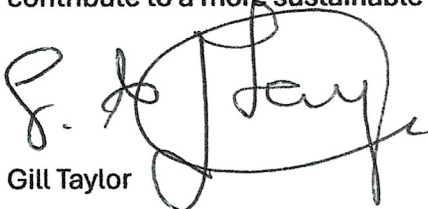
We will promote environmental awareness among our staff, candidates, and clients. This will include providing regular training on sustainability practices, encouraging environmentally conscious behaviour in the workplace, and sharing our environmental goals and achievements.

#### **7. Continuous Improvement:**

We are committed to regularly reviewing and improving our environmental practices. We will set measurable objectives and targets and monitor our progress, ensuring that our environmental performance continues to evolve in line with best practices and industry standards.

#### **Conclusion:**

At **AQUMEN RECRUITMENT**, we believe that being a responsible business means taking care of the environment. We are dedicated to making environmentally sound decisions, reducing our ecological footprint, and inspiring others to do the same. Through this commitment, we aim to contribute to a more sustainable future for the recruitment industry and our community.



Gill Taylor

Managing Director

10<sup>th</sup> September 2024