

ENVIRONMENTAL POLICY STATEMENT

Just Recruitment, due to the nature of our business is fortunate to have a relatively small environmental impact – mainly the use of paper and energy for lighting, heating and office equipment. This document will be made available to all staff and others on request.

We, as part of the community, will endeavour to operate in a socially and ethically responsible manner and will respect the global, national and local environments. We will act to comply with environmental legislation and to prevent pollution. Where possible we will deliver continuous environmental improvement. This will include, reviewing environmental objectives and reviewing relevant environmental legislation and regulations.

We are committed to manage our resources to save energy, reduce waste, promote re-use, and recycling, avoid damage to the environment and prevent pollution. We will encourage our staff to use where practicable energy efficient equipment, techniques and applications and seek to minimise the impact of our use of transport. We will advise our staff on using energy & resources more efficiently and reducing its environmental impact.

In order to better understand the concerns of protecting the environment, we regularly consult with a wide variety of local and national organisations and individuals with an interest in environmental matters.

We will consider the implications of sustainable development in our Business strategy. Over time we will look to integrate the elements of this policy with other Management policies and practices as appropriate in order to incorporate environmental factors into all business decisions.

This policy will be subject to periodic review and will be amended as necessary to meet new issues as they arise.

It is the policy of Just Recruitment to:

- Understand and comply with all legal requirements, codes of practice and regulations;
- Work towards a paperless office and commit to electronic means of communication where legally permissible;
- Organise operations in order to prevent or minimise pollution and disturbance to neighbours and the general public;
- Minimising all landfill waste by “reduce, recycle and re-use” whenever possible;
- Switch off all lighting, computers and other electrical equipment when not required;
- Take environmental considerations into account when selecting our suppliers and contractors;
- Provide assistance, training and information that may be necessary to personnel at all levels;
- Use materials and resources with regard to long-term sustainability;
- Regularly review environmental performance.