



Environmental Policy

We recognise that our operations have an effect on the local, regional and global environment. As a consequence of this, the Company is committed to continuous improvements in environmental performance and the prevention of pollution.

Environmental regulations, laws and codes of practice will be regarded as setting the minimum standards of environmental performance.

As part of our continuing drive for quality in all things we do, we have developed a policy statement which will enable us to set targets by which our efforts towards sustainable environmental improvement can be measured and monitored on a regular basis.

We have undertaken to help every employee to understand and to implement the relevant aspects of the policy in their day-to-day works through the regular communications of this policy and its objectives. Major Recruitment Ltd all affiliated Companies are committed to minimising the impact of its operation on the environment by means of a programme of continuous improvement. In particular:

1. To meet and where appropriate exceed the requirement of all relevant legislation.
2. To promote recycling and the use of recycled materials, while reducing consumption of materials wherever possible.
3. To minimise waste in all operations and product development
4. To work with all company suppliers to minimise the impact of their operation on the environment through a quality purchasing policy.
5. To include environmental issues in company training programmes and encourage the implementation by all company Employees of sound environmental practices.
6. To monitor progress and deliver environmental performance where necessary.
7. The Senior Management are committed to the implementation of this policy and give full backing to all those authorised to carry it out.

Carbon and Emissions

Major Recruitment Limited is committed to reducing its environmental impact, where practicable.

Carbon reducing measures will form part of our policy and will help to improve operational performance and a reduction in potentially harmful emissions to land, water and air.

To help achieve carbon neutrality, the Company will;

- Comply with all current energy legislation, seeking to meet or better legislative targets
- Minimise waste; promote recycling, and the use of recycled products to help reduce the amount of waste sent to landfill
- Promote environmental awareness and responsibility amongst employees and others and seek to continuously improve Company environmental performance
- Actively promote "telephone conferencing" as a means of reducing travelling.

Actions developed to date include;

- Vehicle sharing policy
- The assessment and procurement of fuel efficient vehicles

This policy clearly identifies the responsibilities and procedures for achieving the Company's stated objectives in all aspects of its activities leading to improved environmental performance, including reductions in both CO₂, and methane emissions.