



Corporate Responsibility Policy

As Managing Director, I am committed to the application of Corporate Social Responsibility, it is my aim to align our business values, purpose, and strategy with the needs of our clients, whilst embedding such responsible and ethical principles into everything we do. It is our intention to act responsibly, ethically and with integrity in our interactions with all stakeholders.

Protection of the environment in which we live and operate is part of XANDER RECRUITMENT GROUP LTD values and we need to consider sound business practices. Care for the environment is one of our key responsibilities and an important part of the way in which we do business.

We shall develop a process for the assessment of business areas where XANDER RECRUITMENT GROUP LTD can focus on the reduction our environmental impact, by application of the following:

- Reducing all our transportation requirements wherever possible and utilising public transport and such facilities as web-ex and conference call facilities
- By using vehicles that are regularly serviced and checked with regards to their emission levels and economically use their fuel
- Ensuring services especially water resources to ensure it is used efficiently

It is my intention to ensure that we deal responsibly, openly, and fairly with clients and potential Clients by:

- Ensuring that all our advertising and documentation about the business and its activities are clear, informative, legal, decent, honest, and truthful;
- Ensuring that if something goes wrong we will acknowledge the problem and deal with it;
- We will listen to our clients to assist in improvements to the services we offer;
- Ensuring that we benchmark and evaluate what we do to constantly improve our competitive edge in the marketplace.

The effectiveness of the Policy Statement will be monitored and reviewed at least annually to ensure the Company's continuing compliance with any relevant legislation, meet new business requirements and to identify areas in need of improvement.

Alex Stockley – Managing Director – XANDER RECRUITMENT GROUP LTD

Date: September 2026

Review Date: September 2027