



Sustainability Policy

As Managing Director, I shall assist in the development of a regime to assess the impacts of our activities with a view of obtaining the level of our sustainable maturity as we develop the XANDER RECRUITMENT GROUP LTD business. The long-term success of the company shall increasingly depend on the integration of economic, environmental, and social performance into all aspects of our business development.

By focusing on our experience, competence, skill sets, client influence and importantly the community we operate in, we will endeavour to deliver our services in a safe socially acceptable manner. Our strategy for developing into a more sustainable business is to focus our efforts on the progression of our business foundations, as detailed below and including Team Culture, Communication, client, and supplier's collaboration.



Business Ethics

- Performance measurement;
- Collaborative working with our clients and supply chain;
- Learn from our clients influences in terms of best practice;
- To focus on XANDER RECRUITMENT GROUP LTD employee's health and wellbeing;
- Transparent and open management style;
- Engaging with local communities where appropriate;
- Application of mandatory compliance, because we must focus on value-based ethics, because this is what we want to achieve;
- Sustainable sourcing via our supply chain.

People Equality

- Provision of strong management and leadership;
- Utilisation of the abilities of our personnel, focusing on their development in the business and the community;
- Challenging process inconsistencies including Safety, Health, and welfare issues, without Judgement.

Working Environment

- Assessment and application of safe places of work for our staff and contractors;
- Clear understanding of the impacts we have on our environment;
- Continual assessment and management of Waste Recycling;
- Learn from our client influences in terms of environmental development to reduce impact;
- Measurement of our Carbon Footprint with a view of reduction;
- Expand our understanding and application of environment, ecology, and biodiversity improvements;
- Support our client's innovative ways and improvements for global climate change.

This policy supported by arrangements set out in the BRS Management Systems shall be basis for setting our company objectives and targets throughout the company development, providing direction to our personnel, our contractors, and all stakeholders, ensuring they fully understand our focus on sustainability.



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Alex Stockley – Managing Director – XANDER RECRUITMENT GROUP LTD

Date: September 2026

Review Date: September 2027