



Sustainable Purchasing Policy

In line with our Sustainability Policy, XANDER RECRUITMENT GROUP LTD accepts that its activities may impact on the environment. Therefore, it is company Policy is to strive towards achieving a more sustainable future by minimising any adverse environmental impact where operational restraints and resources allow as the company develop.

It is our intension to be focused on striving for 'Best Value' from our supply chain. In sustainable procurement terms, sustainable products and services may not always be the cheapest. However, whilst delivering best value in environmental terms the selection of such products will be influenced by our client perceptions for reducing the environmental impact.

To this end, XANDER RECRUITMENT GROUP LTD are focused on the promotion of good standards of commercial practice by pursuing an environment procurement policy committed to the following:

- Complying with all environmental legislative and regulatory requirements when procuring goods, services and works;
- Reducing the impact of procurement by considering alternatives, by acquiring the resource, for example, reducing the rate of consumption of consumables and reusing, repairing, or modifying existing equipment;
- Promoting environmental awareness among our suppliers and sub-contractors and to encourage them to offer environmentally preferable products and services at competitive prices.
- Insisting where possible, our suppliers reduce the application of plastic packaging

Specifying and procuring environmentally preferable products by favouring:

- Those made from sustainable, renewable, reused, or recycled materials, which help to conserve resources and minimise waste.
- Those that can be reused, recycled, or disposed of in an environmentally secure way, encouraging suppliers to ultimately accept greater responsibility for disposal.
- Those that help to conserve energy, water, paper and other resources throughout the whole life of the product.
- Specifying and procuring environmentally preferable services favouring those which offer an innovative approach to the management of their environmental impacts such as take back of products or packaging, choice of sustainable materials or carbon neutral activities.

Integrating the environment into our buying decisions, including:

- Taking account of environmental costs and benefits, which are relevant to the business, assessing whole life costs;
- Evaluating the environmental performance of suppliers in providing products and services, including any relevant manufacturing processes.
- Supporting environmental labelling schemes by buying products bearing such labels in preference to others, where they are available and provide value for money, considering whole life costs and benefits;
- Raising and promoting awareness throughout the business to the environmental issues that affect procurement to help engender our culture, our environment and the many elements of our society which has the potential to be impacted by our business activities by supporting the aims of this policy.

Alex Stockley – Managing Director – XANDER RECRUITMENT GROUP LTD

Date: September 2026

Review Date: September 2027