



Carbon Footprint Policy

Introduction

XANDER RECRUITMENT GROUP LTD is committed to reduce its environmental impact, where practicable. Carbon reducing measures will form an integral part of the overall Company strategy and will help to improve both operational performance and a reduction in potentially harmful emissions to land, water and air.

Target date will be set once the directors have analysed all business operations. 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.
- – Continue to promote environmental awareness and responsibility amongst employees, suppliers, and others and seek to continuously improve Company environmental performance
- – Evaluate the potential benefits of carbon off-setting

Actions developed to date include;

- – Integration of environmental issues into all aspects of the decision-making processes
- – Sustainable sourcing Purchasing Policy
- – Installation of energy efficient devices, and therefore carbon reducing equipment throughout Company premises
- – The use of public transport wherever practical
- – 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.

Date: **September 2026**

Review Date: September 2027

Alex Stockley

Managing Director