

ENVIRONMENTAL POLICY

A) INTRODUCTION

GR Employment Ltd aim to be an environmentally friendly Company and it is our intention to promote a policy that is focused on being green aware, encouraging recycling and reuse. A culture will be fostered within the company that ensures all employees understand they can make a significant contribution to GR Employment Ltd being an environmentally friendly and green aware company.

The Company's policy is to comply or exceed the requirements of environmental legislation and regulation.

B) POLICY

The specifics of the company environmental policy are as follows:

- 1) GR Employment Ltd will review and explore measures for the reduction of volumes of all waste materials generated by the Company;
- 2) GR Employment Ltd will explore opportunities for recycling all possible waste materials. Our ultimate aim will be to recycle any waste material that can be recycled.
- 3) GR Employment Ltd will aim to reduce levels of energy consumption. The Company will introduce working practices that requires computers, lights, photocopiers, printers to be "switched off" when not in use. The Company will also ensure that heating, lighting and ventilation are used efficiently and effectively.
- 4) GR Employment Ltd will aim to purchase energy efficient products where possible and appropriate.
- 5) additionally, GR Employment Ltd will explore whether environmentally friendly products can be purchased when buying any equipment for use within the company.
- 6) GR Employment Ltd will review opportunities and consider implementing measures for the reduction of the use of water;
- 7) GR Employment Ltd will aim to reduce levels of pollution emissions wherever possible;
- 8) GR Employment Ltd will ensure that all employees are made aware and have access to a copy of this environmental policy. The Company will regularly review the policy to ensure that we are a green aware and environmentally friendly organisation.
- 9) GR Employment Ltd will continually review our services and look to promote environmentally friendly ways of working – for example, reducing paper usage by encouraging applicants to use our paper-free on-line application process;
- 10) This policy will be reviewed annually – next review January 2023.