

Environmental Policy

How SCL Recruitment manages and reduces its environmental impact.

Document	Environmental Policy
Owner	Rob Pegg, Director
Effective from	5 October 2026
Next review	October 2027
Applies to	SCL Recruitment Ltd, its staff, associates and contractors

1. Purpose

This policy sets out how SCL Recruitment Ltd (SCL) manages its environmental impact. As a specialist recruitment consultancy our direct footprint is small, but we take responsibility for it and set measurable targets to reduce it.

This policy should be read alongside our Carbon Reduction Plan, which reports our measured emissions and our reduction targets.

2. Our environmental impact

Our measured baseline for 1 April 2025 to 31 March 2026 is 1.99 tCO₂e, all of it Scope 3. Business travel by car is the largest single source. We have no premises of our own, no fleet and no manufacturing.

3. Our commitments

- Reach **Net Zero by 2040**.
- Reduce our emissions to **1.00 tCO₂e by 31 March 2030**, a 50% reduction on our baseline.
- Comply with all relevant environmental legislation and regulation.
- Measure and report our emissions every year in our Carbon Reduction Plan.

4. How we reduce our impact

- **Remote-first working.** We operate a remote-first, hybrid model, which removes daily commuting and office energy use.
- **Travel.** Client and candidate meetings are held by video call by default. We travel in person only where it adds real value to an assignment.
- **Digital-first processes.** Contracts, interview scheduling and candidate records are electronic. We avoid printing.
- **Suppliers.** We prefer suppliers that can show credible environmental standards, and take this into account when choosing or renewing them.

5. Responsibilities

The Director is responsible for this policy, for setting targets and for reporting progress. Everyone working for or on behalf of SCL is expected to follow it, and it is covered at induction.

6. Monitoring and review

We review our emissions and progress against target every year and publish the results in our Carbon Reduction Plan. This policy is reviewed at least every 12 months, or sooner if the law, our business or good

practice changes.

7. Related documents

Carbon Reduction Plan; Corporate Social Responsibility Policy. Both are available at www.sclrecruitment.co.uk/policies.

Approved and signed

This policy has been approved by the Director of SCL Recruitment Ltd and is published on our website.

Rob Pegg

Director, SCL Recruitment Ltd

5 October 2026