



**FEBRUARY
2023**

WRS Climate Agenda

PROJECT OUTLINE

WRS ARE TAKING ACTION TO TACKLE CLIMATE CHANGE

Investing in our planet empowers a brighter future for all.

With our Climate Agenda we hope to bring communities together and create real change for everyone and our planet.

By leveraging our team, suppliers, clients, and candidates we can help in creating a more sustainable world with positive impact across the globe.

Climate science says we must halve global greenhouse gas (GHG) emissions by 2030 and reach net zero by 2050 to avoid the worst effects of climate change. At WRS we are already implementing processes and initiatives to help achieve this goal.



OUR ENVIRONMENTAL POLICY



Worldwide Recruitment Solutions is committed to minimising the impact of its activities on the environment. WRS will act in accordance with UK and EU environmental legislation in the pursuit of its business goals.

WRS recognises that in line with our business model and the Directors personal ambitions for a more sustainable world, we need to take all the steps we can to reduce our carbon footprint.

What do WRS do to minimise the impact on the environment:

- We recycle all our waste safely and securely
- We switch off any equipment we can where possible
- We operate a 'cycle to work scheme' to reduce carbon omissions
- We attempt to use electric vehicles wherever possible
- We are reducing the amount of travel to potential, new and existing clients by:
 - Making sure any face to face meetings we need to attend are on the same day/week as other client meetings in the same region.
 - Ensuring as many meetings as possible are done via Microsoft Teams or a conference call



ACHIEVING OUR ENVIRONMENTAL POLICY

The key points to achieving our environmental strategy are:

- Minimising waste by evaluating operations and ensuring they are as efficient as possible.
- Minimising toxic emissions through the selection and use of the source of power requirement.
- Actively promote recycling both internally and amongst customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.
- All staff are aware of our environmental policy. We encourage our employees to share ideas for how the business can become more environmentally responsible, and we comply with all relevant environmental legislation, and encourage the adoption of similar practices by our suppliers.
- WRS will continue to measure our impact on the environment and set targets for ongoing improvement.

CURRENT CLIMATE ACTIONS

To date we have implemented the following Climate Actions:

- Reduce, repair, reuse, recycle or donate wherever possible.
- Segregated waste bins to maximise recycling opportunities.
- We support hybrid working, reducing our teams need to travel.
- Staff volunteer day entitles our team to take a paid volunteering day with a charity of their choice. This is in addition to their contracted holiday allowance.
- Community litter picking day.
- We are working towards becoming a paperless office. We have already improved our CRM system to digitise our records to reduce paper waste.
- We offer a cycle-to-work scheme for all employees.
- The WRS headquarters is closely connected to public transportation.
- We use a local supply chain for the procurement of goods and services where possible.
- We support the development and sourcing of clients in the renewables energy sector.
- Reducing the energy used in our IT server room- we will be moving to SharePoint a cloud based system by the end of Q1 2023.
- By the end of Q4 2023 we will have offset our carbon footprint for 2022.
- By the end of Q1 2024 we will have offset the carbon we couldn't reduce in 2023, using credible off-setting schemes such as Gold Standard off-sets.
- Implementing a WRS Climate Committee to keep our team accountable for our climate actions and ambitions.



CLIMATE STRATEGY SUPPORT

After reviewing the companies to best position us in meeting our climate goals, targets, and commitments. We have selected Climate Partner as the company to help us better integrate climate action into our corporate strategy.

Climate Partner help their customers to accurately calculate and reduce carbon emissions and offset unabated emissions.

The emissions they help businesses offset are then geared towards the 17 sustainable development goals of the United Nations.



OUR CLIMATE COMMITMENTS

- Setting achievable environmental and sustainability targets. Including carbon reduction, renewable energy, cleaner travel, paper reduction and recycling, water usage and replenishment, and sustainable sourcing.
- Partnering with climate experts to achieve our environmental and sustainability goals.
- Including environmental strategies and objectives in our business planning process to ensure that management of environmental impact remains an integral to the organisation.
- Continuously reviewing and improving our environmental performance.
- Ensuring our compliance with local and national environmental legislation and regulations.
- Continuing to support client projects and candidates within the renewable energy sector.
- Our climate/environmental policy will be reviewed annually and published on our website.

OUR CLIMATE AMBITIONS



WE HAVE AN AMBITION TO REACH NET ZERO BY 2040...

As we move forwards in becoming Climate Neutral, we will learn and solve key challenges which will also influence the way we approach our Net Zero ambition. We will continue adapting, learning from others, and adopting new technologies to help us set milestones to achieve our longer-term ambition.

WRS will invest in projects which remove carbon from the atmosphere or verified carbon offset projects however, we seek to make real change and not just offset our current carbon emissions.

As we transition to Net Zero, we will support our suppliers, service providers, and contractors, as well as other key business partners (such as joint venture partners), to help them deliver against their targets; and uphold the environmental standards that they share.

To ensure we adequately implement our strategy and maintain progress towards our targets, we plan to align our Carbon Management Plan with ISO 14001 and PAS 2060 accreditation.

FUTURE CLIMATE ACTIONS

- Continue to reduce business travel and embrace virtual meetings.
- Make electric vehicle charging points available to employees by end of Q4 2023.
- Agree a delivery schedule with suppliers to reduce the number of deliveries.
- Continuing to implement flexible workplaces and remote working to reduce the emissions from commuting and office space globally.
- Invest in energy efficiency measures, such as improving building insulation, choosing low energy appliances and processes.
- Change to energy efficient LED lighting.
- Move to green/renewable energy for our building or invest in solar PVs and heat pumps.
- Adjust and manage our building temperature via central energy management.
- Install a smart meter.
- Continue to reduce plastic use, especially single use plastics or virgin material.
- Continue to reduce printing and paper use, embrace a paper free office.
- Continue to responsibly source materials or services to ensure they are as green as possible.
- Innovate and re-design products and services to minimise their emissions and waste.



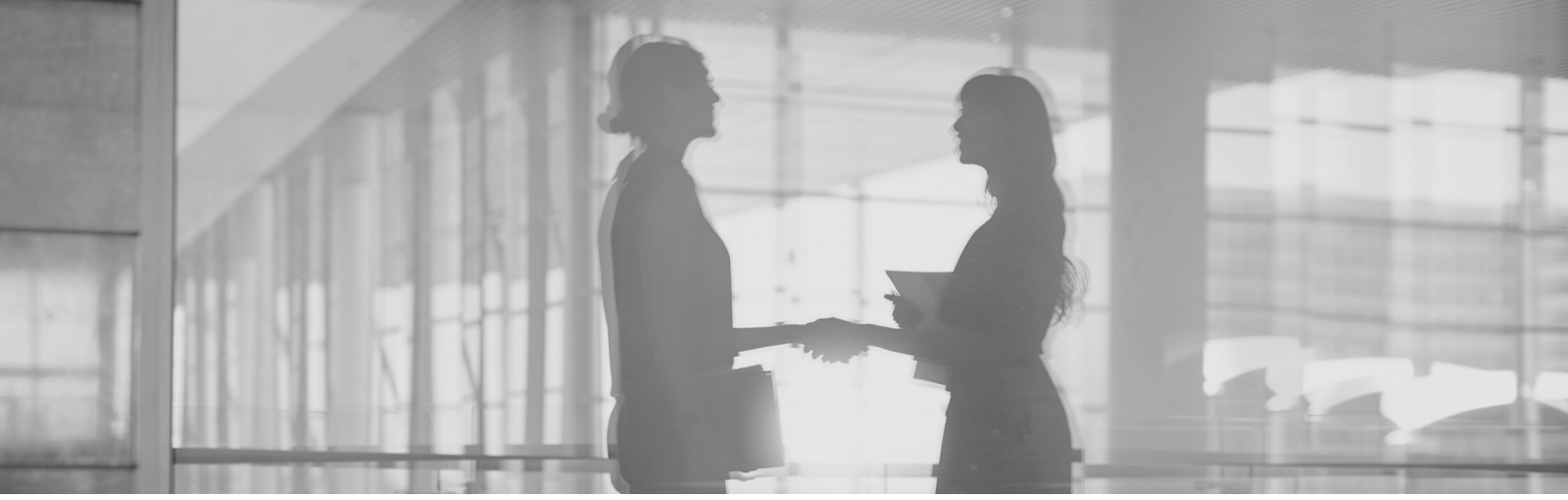
OUR ESG POLICY

PEOPLE ARE OUR PURPOSE

Alongside our sustainability strategies we believe it's important to give back to our communities. So, we ask our people which charities are important to them and create fundraising events on a regular basis. We've run bake sales, collected donations and completed 10K runs in aid of our chosen charities. There's lots more to do and we're already organising our next fundraising event.

EQUALITY, DIVERSITY, INCLUSION AND BELONGING

At WRS we believe belonging is fundamentally linked to equality, diversity and inclusion, so we created our own EDIB charter. It's not only for our WRS team members, but is in place to benefit candidates, clients and stakeholders who are all part of our WRS community.



OUR VALUES



Understanding our clients' needs and those of the industries in which we operate; delivering safety and security in everything we do.



Delivering recruitment services with honesty and transparency, equality and consistency; employing ethical and moral processes in a compliant and law-abiding environment.



Instilling excellence and a genuine feeling of responsibility in all tasks undertaken.



Providing specialist industry and discipline focused services; consultatively delivering information to keep your business / career moving.

