



WRS™

2026

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.

GREENLY PARTNERSHIP

We've officially joined the Greenly community!

To continue our sustainability initiatives, we have decided to work with the global carbon management platform, Greenly.

Our results: 739 tCO₂e in 2024. This is equivalent to:



European flight: 1156 times. Round-trip from Helsinki to Munich.



Driving: 5,421,864 km. Kilometer of driving in a gasoline vehicle.



Ground Beef: 28,477,8 kg. Ground Beef production.



12,312 Days of carbon consumption for 1 tree.



286kg of plastic waste incinerated.



708,701 cans of aluminum recycled.



171,448 charges for the average smartphone.





GREENLY PARTNERSHIP

OUR GOALS?

Measure our carbon footprint for the year 2024 and beyond to have a better understanding of our emissions.

Raise awareness among our employees about the company's environmental impact.

We are proud that we have received Silver certification that represents the 15% of companies worldwide that have reached this level of climate governance.

- The Greenly score takes your carbon footprint into account, as well as the involvement of the employees and the reduction plans committed to by a company.

NEXT STEPS?

Establish a carbon reduction plan with specific targets and goals, ultimately contributing to a global net zero by 2035!

We would like to thank Greenly for their support and all of our employees for their involvement in building a better planet.

We'll keep you updated on our progress!

CURRENT CLIMATE ACTIONS

To date, we have implemented the following Climate Actions:

- We have transitioned our UK office to an energy provider committed to achieving Net Zero, with increased investment in renewable energy to help offset our customers' energy usage.
- Our UK office now operates as a self-service space, with electric vehicle charging points on-site, and plans to further invest in solar panels across the building, as well as initiatives such as a beehive to support local biodiversity.
- 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.
- 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 renewable energy sector.

CURRENT CLIMATE ACTIONS

To date, we have implemented the following Climate Actions:

- The WRS headquarters is closely connected to public transportation.
- Invested in energy efficiency measures, such as improving building insulation, choosing low energy appliances and processes.
- Changed to energy efficient LED lighting.
- Moved energy suppliers to improve the energy sources for our building.
- Reducing the energy used in our IT server room- we moved to a SharePoint a cloud based system in 2023.
- Our verified carbon offsets contribute to multiple UN SDGs (Sustainable Development Goals), a global standard measuring social and environmental impact. These 17 goals tackle issues like fighting poverty, hunger, promoting education, and the global spread of clean and affordable energy.
- Our WRS Climate Committee is accountable for our climate actions and ambitions.



CLIMATE STRATEGY SUPPORT

After reviewing the companies that best position us to meet our climate goals, targets, and commitments, we have selected Greenly as the company to help us better integrate climate action into our corporate strategy.

Greenly helps 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 forward 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 2024.
- Invest in solar PVs and heat pumps.
- Reduce the number of supplier deliveries.
- Continuing to implement flexible workplaces and remote working to reduce the emissions from commuting and office space globally.
- 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.

