

OFF TO WORK

Environmental Statement

At **Off to Work**, we are committed to operating responsibly and sustainably. We recognize that our business activities impact the environment, our workers, the communities we serve, and our clients. We are dedicated to mitigate these impacts and continually improve our environmental and social performance. To ensure that we remain accountable and reach these goals we have decided to apply for B Corporation certification.

We aim to achieve Carbon Net Zero by 2030. We aim to reduce our carbon footprint and become more sustainable by policy and procedure implementation and use of offsets that are fit for purpose and continually reviewed on our road to B Corp certification. We will revise these policies every 6 months.

1. Environmental Responsibility to our Governance

- Off to Work is committed to complying with all relevant environmental laws, regulations, and standards in the UK, and be industry leaders for sustainability within our sector.
- Our company's leaders are dedicated to driving change and ensuring environmental compliance in all aspects of our business operations.
- Off to Work will continue to prioritise transparency and accountability in all aspects of our environmental initiatives and day to day processes.

2. Environmental Responsibility to our Workers

- Our employees and team members are essential to our success, and we are dedicated to providing a safe and healthy working environment.
- We will provide guidance and awareness programs to empower our employees and team members to contribute to our environmental goals and implement these goals within their day-to-day life.
- Off to Work encourages employee involvement in sustainability efforts and welcomes suggestions for improvement.
- We encourage all our employees and team members to make use of low carbon options for travel.

3. Environmental Responsibility to our Community

- We recognize our role in the communities where we operate and strive to be a responsible corporate citizen.
- Off to Work will engage in community initiatives that promote environmental awareness and sustainability.
- We will support local charities and organizations working towards environmental and social causes.
- We offer uniform lending to ensure that team members have access basic uniform, which they may need to perform their duties and earn an income.
- We offer free sessions and resources which cover hospitality techniques and insight to any candidates wishing to work in hospitality even if they have not worked in the sector before.
- We offer free in-house upskilling opportunities to all team members within all regions to provide them the opportunity to expand their skillset and earning potential. By doing this

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inhouse we reduce the carbon impact. During the upskilling sessions we will provide information on sustainable practices which can be uses in each of the new areas of growth.

4. Environmental Responsibility to the Environment

- Off to Work is committed to reducing our environmental impact by minimizing waste, conserving resources, and reducing energy consumption.
- We will continually implement recycling programs, reduce paper usage, and invest in energy-efficient technologies. –
- Regular environmental assessments and audits will help us identify and mitigate our environmental impacts.
- Our Transportation policy covers all transportation organised by the company on behalf of the client, to ensure all transportation booked is the most sustainable option available.
- Our Purchasing policy will encourage and educate our purchaser within our team to always look for low carbon, sustainable options. All products purchased should be with the understanding of reducing waste and single use plastic.

5. Environmental Responsibility to our Clients

- Off to Work will reach out and work closely with our clients to understand their sustainability goals and align our services accordingly.
- We continually communicate to our clients of our environmental statement by including these on our confirmation and timesheet-request emails.
- We will provide information and resources to help clients make informed decisions regarding sustainable workforce solutions.
- We offer complimentary ‘Sustainability in catering’ e-learning modules which are available to all clients and their management teams on request.

At Off to Work, we view environmental responsibility as integral to our business success. We are committed to upholding the highest standards of governance, worker well-being, community engagement, environmental stewardship, and client satisfaction. Through continuous improvement and innovation, we aim to be a leader in sustainability within the staffing and recruitment industry.

This environmental statement represents our dedication to a sustainable future and will be regularly reviewed and updated to reflect our evolving commitments and achievements.



Philip Atkins
Chief Executive Officer - Off to Work