



Talent Junction Recruitment: ESG (Environmental, Social, and Governance) Policy

At Talent Junction Recruitment, we recognize the importance of operating responsibly and sustainably. As a business dedicated to fostering long-term relationships, we are committed to embedding Environmental, Social, and Governance (ESG) principles into everything we do.

Environmental Responsibility

We are committed to minimizing our environmental footprint by:

- Reducing waste through digital-first processes, including paperless communication and e-contracts.
- Encouraging flexible and remote working to reduce travel-related carbon emissions.
- Partnering with environmentally conscious suppliers and promoting sustainability among our clients.
- Measuring and actively reducing our energy consumption.

Social Responsibility

As a people-focused business, we aim to:

- Champion diversity, equity, and inclusion in recruitment by ensuring equal opportunities and unbiased processes for all candidates.
- Collaborate with clients who share our values of inclusivity and fairness.
- Support our team's well-being through flexible working arrangements and ongoing professional development.
- Contribute to our community by supporting local charities, and offering career workshops, and mentoring opportunities.

Governance Responsibility

To maintain integrity and transparency, we commit to:

- Upholding the highest standards of ethics in recruitment, avoiding discrimination and conflicts of interest.

- Regularly reviewing our policies and processes to ensure alignment with industry best practices and ESG standards.
- Engaging stakeholders including clients, candidates, and employees—in open and constructive dialogue.
- Protecting data privacy and adhering to GDPR and other relevant regulations.

This ESG policy reflects Talent Junction Recruitment's dedication to creating a sustainable, ethical, and inclusive future for our employees, candidates, clients, and the wider community. We will continue to evaluate and evolve this policy to drive meaningful impact.

Last reviewed: 27/11/24