

MACH RECRUITMENT.

Corporate Social Responsibility Statement

This statement is made to demonstrate our commitment to social, economic, and environmental responsibilities. We act responsibly, consider the wider implications of our actions, and strive to ensure our actions have a positive impact on the world.

This statement recognises our key commitments for 2024 and has been approved by the Directors of Mach Recruitment Limited. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

KEY COMMITMENTS

- Push our 'Green Mach' agenda across the business to ensure that we are doing everything internally to support a sustainable future.
- Operate an equal opportunities policy for all present and potential future employees and flexible workers.
- Work in partnership with our customers to provide, and maintain, a clean, healthy, and safe working environment.
- Support & encourage our employees to help local community organisations and activities.
- Integrate sustainability considerations into all our business decisions including having sustainability as a key agenda point for all board meetings.
- Ensure that all staff are fully aware of our Sustainability Policy and Equality Policy and are committed to implementing and improving it.

PUTTING IT INTO PRACTICE

- Avoid physically travelling to meetings etc where alternatives are available and practical.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment.
- Automation of all onboarding processes to ensure paperless onboarding.
- Company car fleet that is hybrid and electric charging points across our key office locations
- Undertake voluntary work and ensure our employees are allowed time to be able to do this.
- Continually review our initiatives that ensure our workers are not subject to exploitation.
- Provide training on modern slavery and sustainability to our employees on an annual basis.
- Extended detailed training to a wider group of champions within each of our regions.

This statement was adopted on 4th January 2025 after being agreed by our Senior Leadership Team.

It is reviewed annually.

Accountability, Document and Version Control

Version	Date	Author	Description of Changes	Approved By
V.01	06/01/2025	MR	Initial version of Corporate Social Responsibility statement	KB