

ENVIRONMENTAL & SUSTAINABILITY



At a Glance

Aims & Objectives	Our Actions	Our Year in Numbers	Sustainability Targets	Looking Ahead

Foreword



Marcus Freeman, Director

"We are committed to environmental responsibility and building a more sustainable future for our planet."

At ARC IT Recruitment, we are committed to reducing our environmental impact and fostering sustainable practices across all areas of our business. By complying with relevant regulations and adhering to industry best practices, we continuously seek to improve our environmental performance.

This policy formalises our commitment to environmental sustainability and highlights its importance to our business operations.

Environmental Strategies



AIMS & OBJECTIVES

Through this policy we pledge to:

Meet or exceed all the environmental legislation that relates to our business.

Adopt best operational practices to reduce the environmental impacts of our activities and policies.

Ensure environmental and climate criteria are taken into account in the procurement of goods and services.

Encourage and develop our employees and partners to conduct their activities in an environmentally responsible manner.

Minimise the environmental impact of associated travel within our business.

Measure and take action to reduce the carbon footprint of our activities and ensure our building and services are able to adapt to environmental change.

Minimise waste by evaluating operations and ensuring they are as efficient as possible.

Actively promote recycling both internally and amongst our customers and suppliers.

Monitor, manage and minimise our use of energy and water.

Consider environmental factors when making business decisions including giving due consideration to environmental issues and energy performance in the design, refurbishment, and use of our building.

OUR ACTIONS

ARC IT Recruitment will deliver/continue to deliver the aims & objectives of this policy by:

Continuing to use an environmental waste management system that conforms to the ISO 14001 standard.

Promoting existing Cycle-to-Work scheme to reduce colleague travel by car and train and associated carbon emissions.

Promoting enhanced hybrid working for staff members who cannot walk or cycle to work.

Continuing the move towards paperless operations by digitising 90% of documents and processes.

Providing training to all employees to raise awareness of environmental issues and encourage sustainable practices.

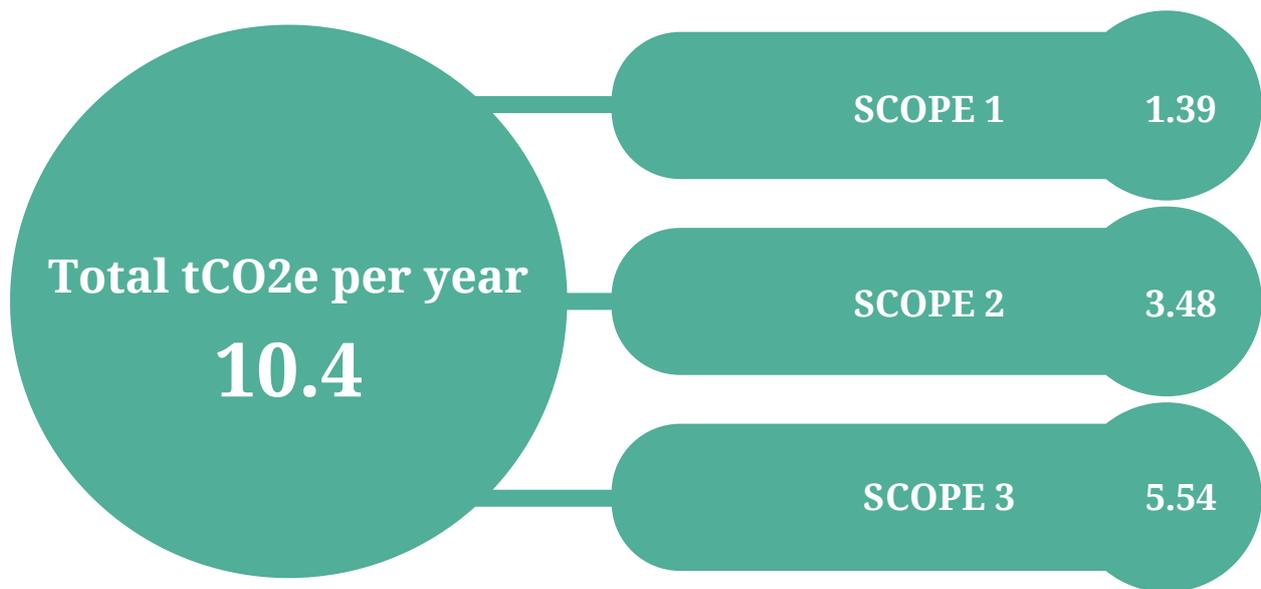
Communicating our policy with suppliers, partners, and employees via our company website and direct email communications.



OUR YEAR IN NUMBERS

2025 ARC IT RECRUITMENT

Carbon Footprint



Scope 1 - These are our direct emissions – the ones from sources owned or controlled by our business. Scope 1 emissions are from these data sections: Fuels and Electricity, Business Vehicles, Materials, and Refrigerant Gas data sections.

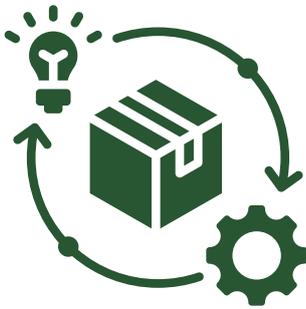
Scope 2 - These emissions come from the production of the electricity our business buys and uses.

Scope 3 - These emissions are the rest of our indirect emissions – the ones linked with the things we buy and sell. Scope 3 emissions are from these data sections: Business Travel, Freight, Employee Commuting, Materials, Waste, Water.

SUSTAINABILITY TARGETS

Sustainability and Impact

As a business, we have set the following targets with regards to our environmental and sustainability commitments:



*WORK WITH SUPPLIERS &
CLIENTS TO REDUCE
EMISSIONS*



*RECORDING AND
REPORTING REGULAR
ANNUAL MEASUREMENTS*



*IMPLEMENTING AN
ELECTRIC CAR SCHEME TO
INCENTIVISE STAFF*

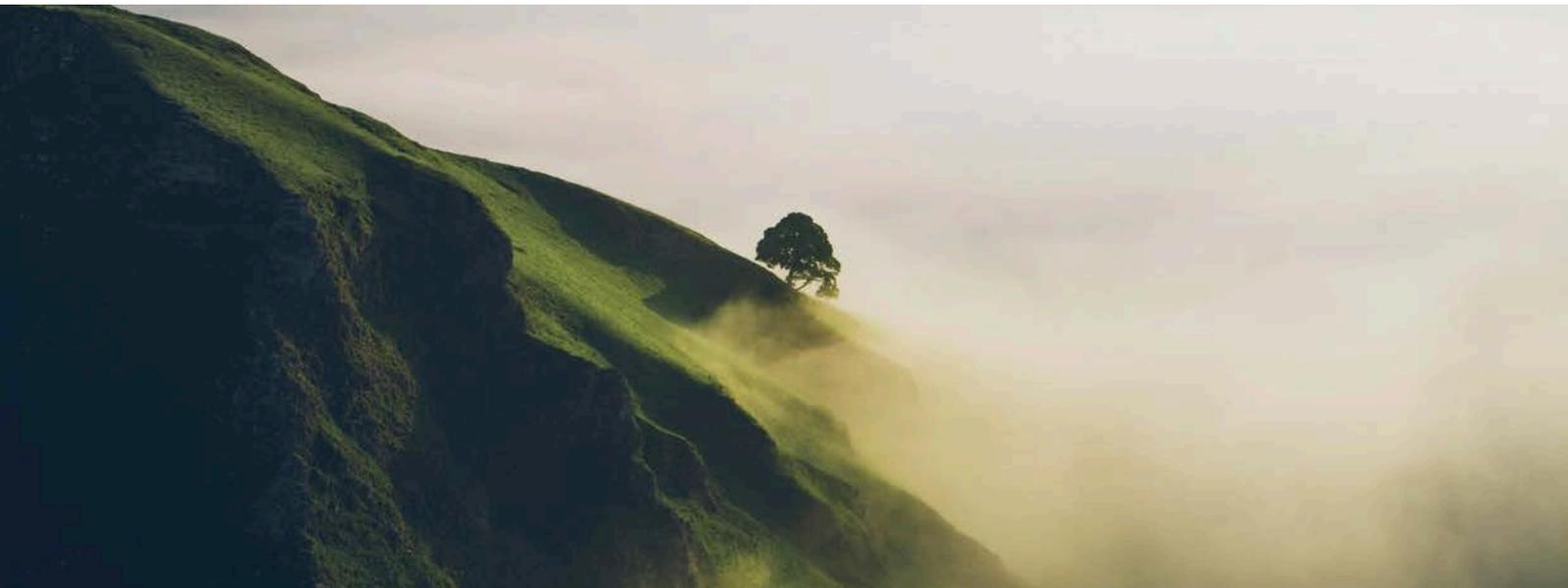
Our Targets

To collaborate with our clients and suppliers to ascertain their sustainability credentials.

To implement regular annual measurements of our carbon emissions with a goal of reducing them every year.

To implement an electric car scheme for staff members to encourage the uptake of electric vehicles (EVs).

Reduce our carbon emissions by 30% by 2030



Looking Ahead

ARC IT Recruitment is dedicated to continually improving its environmental efforts. We will regularly review this policy, assess our environmental performance, and implement measures to further enhance our sustainability initiatives.

By adhering to this policy, ARC IT Recruitment demonstrates its commitment to environmental responsibility and building a more sustainable future for our planet.

Contact Us

For further information, please reach out to us at

Email: info@arcitrecruitment.com

Phone: 01273 781800

Website: www.arcitrecruitment.com

