

## COMPANY ENVIRONMENTAL POLICY STATEMENT

Blade Industries Ltd, trading as Blade Recruitment recognises that in the pursuit of our business goals we have a responsibility to ensure that our practices minimise any adverse environmental impact. Blade will promote the use of environmentally sound resources and discourage wasteful or damaging practices.

Blade will, so far as is reasonably practical:

- Take into account environmental issues in its overall performance.
- As a minimum comply with the requirements of the relevant UK and EU Environmental legislation.
- Minimise the impact of transport on the environment. 90% of staff commutes to work using public transport, with a further 5% commuting by bicycle or by foot. Client meetings within the local vicinity are frequently attended on foot or using public transport.
- Blade aims to be a 'paper free' office wherever possible. Our waste material is largely confined to paper products which are sent for recycling via a third party collection service. Our printer cartridges are similarly returned for recycling, and in accordance with EU legislation all electric equipment is donated to charity or collected by recognised Electronic Equipment Recycling and Disposal companies.
- We encourage clients and candidates alike to use electronic mail as much as possible; weather sending CVs or job applications. Blade also sends payslips and invoices this way frequently. We offer a dedicated IT professional to integrate our solutions with client's existing IT systems. To save time and money we encourage clients to use this service.
- Reduce the energy output within the organisation: Blade looks to use low energy lighting which is switched off outside of normal office hours. All monitors are set with screen savers and each user operates from a more energy efficient computer terminal.
- Blade Collaborates with key suppliers to promote environmentally responsible procurement of goods and services.

It is the duty of all Blade employees to adhere to these guidelines, and to promote an environmentally sustainable workplace. We aim to encourage initiative and adopt best practice for the benefit of our employees, and the environment as a whole.