

# Sustainability Policy

---

## Policy Statement

Carmichael<sup>UK</sup> primarily provides temporary, contract and permanent recruitment services in the Construction sector. The company is committed to continuously reduce its negative environmental impact and to enhance its social responsibility and carbon reduction performance.

## Policy Scope

Our sustainability policy is based upon the following principals:

- To comply with and exceed all applicable legislation, regulations and codes of practice that include but are not limited to ISO14001:2015 and PAS2060
- To ensure all staff are aware of our Sustainability Policy and are committed to implementing and improving it
- To minimise the impact on sustainability of all office and transportation activities
- To make our clients and supply chain aware of our Sustainability policy and encourage them to adhere to it

## Policy Elements

Having examined our business activities in detail in respect of becoming a sustainable company, we have identified the key drivers and priorities required to support our Sustainability Policy. These elements are outlined below:

### Carbon Reduction Plan

Carmichael<sup>UK</sup> is committed to Net Zero Carbon by 2030. Key drivers to this are within our office network (Net Zero Carbon by 2024), our fleet and staff travel.

### Social Value

Carmichael<sup>UK</sup> is committed to Placing People First. Supported by our Corporate Social Responsibility Policy we provide business activity that brings simultaneous social, economic and environmental benefits to our local communities. We deliver local engagement within our supply chains and partner and volunteer to deliver benefits to local communities. We upskill the local workforce through training, opportunities and work experience, whilst our Celebrate programme reaches out to those within the local community who may face barriers to employment.

# Sustainability Policy

---

## Ethical Procurement

Supported by our Ethical Conduct Policy, Carmichael<sup>UK</sup> is committed to procuring its goods and services in a sustainable manner that considers the environmental, social and economic impact in a manner that creates best value for our business, customers and communities.

## Modern Slavery

Supported by our Modern Slavery Policy and Statement, Carmichael<sup>UK</sup> is opposed to all forms of slavery and trafficking and are fully committed to compliance with the Modern Slavery Act 2015.

## Responsibilities of Carmichael<sup>UK</sup>

It is the direct responsibility of the Managing Director supported by the members of the Board to ensure compliance with this policy on a day- to-day basis. To deliver this policy, Carmichael<sup>UK</sup> will raise sustainability awareness with our employees, customers and supply chain partners through training courses and other formal and informal communication methods.

## Responsibilities of Employees

All employees of Carmichael<sup>UK</sup> have a responsibility to accept their personal involvement in applying this policy. They must be familiar with the policy and ensure that it is followed by themselves, other employees, contractors, temporary workers, and suppliers for whom they are responsible.

## Approval & Review

This policy will be reviewed once a year to ensure continuing suitability with requirements with additional alterations made from time to time in the light of legislative changes, operational procedures or other prevailing circumstances.

