



## **Newstaff Employment Services Sustainability Policy**

### **Introduction**

At Newstaff Employment Services Limited we are committed to fostering sustainability in every aspect of our business operations. Recognizing the critical challenges facing our planet, from climate change to resource depletion and social inequality, we aim to lead by example in our industry by integrating sustainable practices that promote environmental protection, social responsibility, and economic viability for long-term benefits.

### **Vision and Principles**

Our sustainability vision is to operate in a manner that not only ensures the success and resilience of our business but also contributes positively to society and the environment. Guided by the following principles, we strive to:

- Respect for the Environment: Minimize our environmental footprint and promote biodiversity.
- Social Responsibility: Enhance the wellbeing of our employees, customers, and communities.
- Economic Efficiency: Ensure the economic viability of our operations while considering environmental and social impacts.
- Ethical Practices: Conduct our business with integrity, transparency, and fairness.
- Stakeholder Engagement: Collaborate with stakeholders to enhance our sustainability performance.

#### **Our Commitments**

To achieve our sustainability vision, we commit to:

#### **Sustainable Operations and Products:**

Implement eco-efficient innovations to reduce waste, conserve energy, and minimize our carbon footprint.

Promote the development and use of sustainable products and services.

#### **Climate Action:**

Set and work towards ambitious targets to reduce greenhouse gas emissions.

Increase the use of renewable energy sources in our operations.

#### **Resource Efficiency:**

Employ practices that reduce, reuse, and recycle materials throughout our operations.

Encourage the sustainable management of resources across our supply chain.

#### **Biodiversity and Environmental Protection:**

Protect and restore natural habitats affected by our operations.

Promote the conservation of biodiversity and ecosystems.

Community Engagement and Social Equity:

Support community initiatives and projects that promote social equity and sustainable development.

Ensure fair labour practices and respect human rights in our supply chain.

Education and Awareness:

Foster a culture of sustainability within our organization through training and engagement.

Raise awareness among our stakeholders about the importance of sustainability.

Implementation and Monitoring

**Governance:** A dedicated Sustainability Team will oversee the implementation of this policy, supported by senior management.

**Targets and Performance Indicators:** We will set clear, measurable targets and regularly monitor our progress using key performance indicators (KPIs).

**Reporting:** Commit to transparent reporting of our sustainability performance to stakeholders through annual sustainability reports and other communications.

**Continuous Improvement:** We will regularly review and update our sustainability strategy and practices to reflect new scientific knowledge, technological advancements, and stakeholder expectations.

Policy Review

This Sustainability Policy will be reviewed annually to ensure it remains aligned with our strategic goals, stakeholder expectations, and global sustainability standards. We are committed to adapting and evolving our approach to sustainability to meet the challenges of the future.