



Carbon Reduction Policy Statement

At **Blusource Recruitment Ltd**, we recognise the responsibility we share in tackling climate change and reducing our environmental impact. We are committed to achieving **Net Zero greenhouse gas emissions by 2040** and continually improving our sustainability performance across all areas of our business.

Our Commitment

We have set out a clear path to reduce our carbon footprint and embed sustainable practices throughout our operations. Our aim is to minimise emissions from energy use, business travel, commuting, and our supply chain, while supporting clients and candidates to do the same.

Key Actions

To reach our Net Zero goal, we are:

- Transitioning to **100% renewable electricity** for our offices.
- Reducing business travel and prioritising **virtual meetings** to cut emissions.
- Encouraging **sustainable commuting** options such as public transport, car sharing, cycling, and walking.
- Selecting suppliers who share our **commitment to sustainability** and responsible business practices.
- Continuously reviewing our **energy efficiency** and waste reduction initiatives.

Monitoring and Transparency

We will measure and report our carbon emissions annually, using our 2024 baseline year to track reductions over time. Our progress will be reviewed by the company's leadership team and shared publicly through updates to this policy.

Governance

Responsibility for delivering our Carbon Reduction Plan sits with the company's leadership team, who ensure that sustainability is embedded into day-to-day operations, decision-making, and supplier relationships.

Our Goal

By 2040, Blusource Recruitment aims to operate as a fully **Net Zero business**, helping to create a more sustainable future for our employees, clients, candidates, and community.