

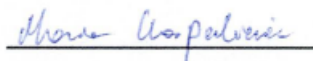
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H4H SUSTAINABILITY POLICY

At Human4Human Recruitment, we are committed to promoting sustainability and minimizing our environmental impact. We recognize that sustainable practices are crucial for the well-being of our planet and future generations. With this in mind, we have developed a Sustainability Policy to guide our actions and ensure responsible business practices. The key elements of our policy are as follows:

- 1. Environmental Responsibility:** We strive to minimize our ecological footprint by implementing environmentally responsible practices. This includes reducing waste generation, promoting recycling and proper waste disposal, conserving energy and water, and utilizing eco-friendly technologies and materials whenever possible.
- 2. Green Procurement:** We prioritize environmentally friendly procurement practices. We strive to work with suppliers and partners who share our commitment to sustainability. Whenever feasible, we choose products and services with a reduced environmental impact, such as those made from recycled materials or produced using renewable energy sources.
- 3. Carbon Footprint Reduction:** We are dedicated to reducing our carbon emissions and mitigating climate change. We aim to monitor and measure our carbon footprint, set reduction targets, and implement strategies to minimize emissions. This includes promoting energy-efficient practices, encouraging alternative transportation options, and supporting telecommuting and virtual meetings to reduce travel-related emissions.
- 4. Diversity and Inclusion:** We value diversity and inclusion in our workforce and recruitment processes. We strive to create an inclusive and equitable work environment that respects and values individuals from all backgrounds. We promote equal opportunities for employment and advancement, ensuring a diverse and talented pool of candidates for our clients.
- 5. Ethical Business Practices:** We uphold the highest standards of ethical conduct in all aspects of our business. We prioritize honesty, integrity, and transparency in our interactions with clients, candidates, employees, and stakeholders. We comply with all applicable laws and regulations and promote fair and ethical recruitment practices.
- 6. Continuous Improvement:** We are committed to continuously improving our sustainability performance. We regularly assess our practices, set achievable goals, and monitor our progress. We encourage employee engagement and involvement in sustainability initiatives, fostering a culture of innovation and responsibility.
- 7. Stakeholder Engagement:** We actively engage with our stakeholders, including clients, employees, candidates, and the local community, to understand their concerns and expectations regarding sustainability. We strive to communicate our sustainability efforts, listen to feedback, and collaborate with stakeholders to achieve shared sustainability goals.

By implementing this Sustainability Policy, we aim to integrate sustainability into all aspects of our operations and contribute to a greener, more sustainable future. We are dedicated to making a positive impact on the environment, society, and the recruitment industry as a whole.



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