

The Senior Management of Deploy Recruitment Group (including Deploy Ltd and Deploy Projects Ltd) believe that delivering products and services that satisfy the customers' requirements and exceed their expectations is paramount in providing quality service. Senior Management has also resolved that the company's business activities shall be carried out with due regard to the environmental effects they may have. To this end, the Management Team have put in place a business management system which complies with the international Standards EN ISO 9001:2015 and EN ISO 14001:2015 and is committed to complying with the requirements of the system and the standards.

Senior Management understands the importance of developing the business management system. We are committed to ensuring the continual improvement of the system, compliance with applicable legal requirements and obligations (including other relevant requirements related to environmental aspects), protection of the environment, and prevention of pollution. To ensure this continual improvement, objectives shall be compiled and appropriate programmes put in place to deliver these objectives. Adequate resources will be allocated to all areas of the company's operations to ensure that the business management system is maintained correctly & developed, and resources are delivered on time in accordance with customer requirements.

In pursuit of this policy, Senior Management will ensure that customer requirements are fully understood on all contracts and adequately communicated to employees, so that customer expectations are met and exceeded. Methodologies will be implemented to measure and monitor customer satisfaction, compliance with legislation and the establishment of environmental aspects. Senior management will regularly review and analyse the findings and take appropriate action.

As a recruitment organisation, we recognise that our environmental impacts primarily arise from business travel, office operations, digital systems, and supply-chain activities. We will work to reduce these impacts while supporting ethical recruitment and social sustainability.

The key points of our strategy to enhance our performance are set out below:

- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- The results from regular internal auditing will be used to inform continual improvements.
- Minimise emissions through the selection and use of its fleet and the source of its power requirements.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range that minimises the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation related to each respective Company.
- Source materials from sustainable sources and, where possible, not further deplete the world's natural resources.
- We will identify and assess operational risks, including service delivery, compliance accuracy, and supply-chain risks, and implement actions to mitigate them.
- We conduct environmental 'aspects and impacts' assessments annually and when changes occur.

- Objectives will be set annually, reviewed quarterly and supported by documented performance indicators.

To ensure that all staff and sub-contractors understand the importance of good quality workmanship and the need to minimise environmental pollution from their activities, the company will provide any necessary training and instruction and monitor its effectiveness.



Paul Smith
Managing Director
12TH January 2026

