

# Sustainability Policy

Regal Evolve

## Introduction

At Regal Evolve, we recognise the importance of sustainability in our operations and the broader impact we have on the environment, society, and the economy. Our sustainability policy outlines our commitment to responsible practices that support long-term ecological balance, social equity, and economic growth.

## Our Commitment

We are committed to integrating sustainability into every aspect of our business. We aim to minimise our environmental footprint, foster a positive social impact, and ensure economic viability. Our policy is built on three key pillars: Environmental Stewardship, Social Responsibility, and Economic Integrity.

### Environmental Stewardship

We strive to reduce our environmental impact through:

- **Energy Efficiency:** Implementing energy-saving measures in our offices, such as using energy-efficient lighting, encouraging the use of natural light, and ensuring all electronic devices are switched off when not in use.
- **Waste Reduction:** Promoting recycling and reducing waste by minimising paper usage through digital documentation and encouraging the reuse of office supplies.
- **Sustainable Procurement:** Sourcing office supplies and services from environmentally responsible suppliers who share our commitment to sustainability.
- **Carbon Footprint:** Encouraging the use of public transportation, carpooling, and remote working to reduce travel-related emissions.

### Social Responsibility

We are dedicated to making a positive impact on society by:

- **Equal Opportunities:** Ensuring a diverse and inclusive workforce by promoting equal opportunities and preventing discrimination in hiring, promotion, and training practices.
- **Employee Well-being:** Supporting the health and well-being of our employees through wellness programs, flexible working hours, and providing a safe and healthy work environment.
- **Community Engagement:** Participating in and supporting local community initiatives, charitable activities, and volunteer programs that align with our values.

- Ethical Practices: Upholding the highest standards of ethical behavior in all our business dealings, ensuring transparency, integrity, and accountability.

## Economic Integrity

We ensure our economic practices support sustainability by:

- Responsible Growth: Pursuing business growth that is sustainable and mindful of our environmental and social responsibilities.
- Financial Stability: Maintaining financial health and resilience to support long-term sustainability goals.
- Client Partnerships: Building strong, ethical relationships with our clients, providing them with high-quality services that meet their needs while promoting sustainable practices.
- Innovation: Continuously seeking innovative solutions to enhance sustainability in our recruitment processes and business operations.

## Implementation and Monitoring

To ensure the effectiveness of our sustainability policy, we will:

- Set Objectives: Establish clear, measurable sustainability objectives and targets aligned with our policy.
- Training and Awareness: Provide regular training and awareness programs for employees to understand and implement sustainable practices.
- Performance Monitoring: Regularly monitor and report our sustainability performance, identifying areas for improvement and celebrating achievements.
- Continuous Improvement: Review and update our sustainability policy periodically to reflect evolving best practices and stakeholder expectations.

## Conclusion

At Regal Evolve, sustainability is not just a policy but a core value that guides our actions and decisions. We are committed to creating a sustainable future for our employees, clients, communities, and the environment. By working together, we can achieve our sustainability goals and contribute to a better world.

We invite our stakeholders to join us in this journey towards a sustainable future. Together, we can make a difference.

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