



## Net Zero Policy

At HR and You Ltd we are committed to being environmentally aware, we actively support programmes that reduce our environmental impact and continually improve our environmental performance as an integral part of our business strategy and operating procedures.

### What have we achieved in 2023?

During 2023 we have continually striven to seek and gain a clearer understanding on the effects our business activities have on the environment by supporting initiatives, during the year we have focussed on areas such as:

- an overall reduction of material, water, and energy consumption in our office location
- we are a paperless business; and therefore, we do not print any documentation of any type
- waste minimisation, we recycle all of our resources
- we have encouraged our clients, customers, suppliers, and other stakeholders to do the same

### What are our Net Zero plans for 2024?

Our aims for 2024 are to seek out alternative ways to cut emissions, we will ensure that as a business we will:

- ✓ act sustainably in all that we do, in this regard we will be open and transparent in our operations and continue to take steps to tackle economic, environmental, and social challenges that we face in both the local and wider community
- ✓ be inclusive, we will do this by taking a collaborative approach both internally and as a business, our overarching aim will be to achieve more together
- ✓ support each other internally, our clients, customers, suppliers, and other stakeholders, our aim will be to collaborate and work with clients that share the same values and goals as we do

We recognise that we have a responsibility to the environment to meet or exceed legislative and regulatory requirements.

We will ensure that this policy and all procedures relating to it are understood, implemented, and maintained by all HR and You Ltd Employees.

Last Reviewed: January 2024

Next Review: January 2025

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