

## Sustainability Policy

The United Nations Sustainable Development Goals were key considerations made when creating this policy. As Signature Recruitment grows, our plan is to deliver sustainability that benefits the environment, the community, the wellbeing of staff and by proxy our customers.



This policy is shaped around the three sustainable pillars of Social Value, Wellbeing and Development and Carbon Neutrality.

### Social Value:

- Signature Recruitment became one of the first recognised service providers with [The Living Wage Foundation](#) – supporting the movement of ‘A hard day’s work deserves a fair day’s pay’.
- Through the Signature Service Programme we support [Magic Breakfast](#) – we donate healthy breakfasts to school children from dis-advantaged areas of the UK as fuel for learning.
- As a female founded and led business, we have partnered with [Dress for Success Greater London](#) on a number of successful fundraising events. This charity empowers women into the workplace from positions of dis-advantage by providing CV and interview workshops plus on-going support in their new role.
- We collaborate with [Works](#), a part of Bristol Learning City Partnership that links local employers with young people in the community in efforts to reduce the number of NEET young people in the city.
- Signature Recruitment came 2<sup>nd</sup>, with a Highly Commended accolade for the [Heart of the City Award](#) 2021 as a result of the volunteering hours donated to the Professional Mentoring Programme. This award celebrates Signature’s social impact in London.



**Wellbeing and Development:**

- We are committed to the wellbeing of Signature employees who have 24 hour Employee Assistance.
- Training and development programmes both internal and external, we believe having a skilled and supported workforce is the key to an engaged and established team.
- As a member of the **Recruitment and Employment Confederation (REC)**, Signature Recruitment support the Good Recruitment Campaign, aimed at promoting and adhering to industry best practice in recruitment processes.
- All recruitment activities at Signature are in line with The Conduct of Employment Agencies and Employment Businesses Regulations 2003, introduced to protect work seekers from unfair, exploitive or abusive recruitment practices.

**Carbon Neutrality:**

Our Directors and staff alike are encouraged to be mindfully aware of the environment and it is encouraged for efficiency ideas to be bought forward by everyone employed so they may be assessed and implemented, to improve our carbon footprint, environmental impact and contribute to sustainability.

Steps towards carbon neutrality are a large part of Signature Recruitment's Sustainability Strategy. The key actions involved in the strategy are as follows:

- To reduce emissions, all staff are encouraged to use public transport through a number of company initiatives.
- Reducing use of paper by electronic storage and web-based communication methods.
- To reduce energy usage wherever possible.
- Signature Recruitment are committed to working with **Business2Schools** recycling initiative.



To obtain more information on Signature Recruitment's sustainability goals or to obtain a full version of this policy please [click here](#)