



A&S Recruitment Limited

Sustainability Plan

Owner of Policy	Amanda Harrold
Date created	12 09 2024
Date last reviewed	01 12 2025
Date of next review	December 2026
Who this policy refers to	Clients and suppliers

A&S Recruitment Limited

Sustainability Plan



Information sourced from UK government, SME Climate Hub and the Mackay Carbon Calculator
<https://my2050.energysecurity.gov.uk/?levers=1111111111111111>

Purpose	This Sustainability Plan is in place as a reference point for A&S Recruitment to continue to reduce the environmental impact of doing business, improve efficiency, and enhance our overall reputation.
Areas for consideration in relation to environmental impact	<p>Energy Usage</p> <ul style="list-style-type: none">a. Minimise consumption of electricity through proactive behaviour such as:<ul style="list-style-type: none">i. Discuss with current landlord options for using renewable energy suppliers, increasing insulation, installing heat source pump, using solar and wind powerii. Turning lights off as standard when leaving roomsiii. Turning all equipment off / don't leave on standby at nightiv. Reduce temperature of heating in the building as standard (e.g 18 degrees 2024-2025, 17 degrees 2025-2026, 16 degrees 2026-2027)v. Reduce use of air conditioning in the building as standardb. Minimise consumption of gas – n/a for A&S premisesc. Minimise direct consumption of fuel<ul style="list-style-type: none">i. Move towards electric vehicles where possibleii. Use of public transport including trains instead of short-haul flights. Establish when public transport should be used instead of carsiii. Combine journeys to reduce the number maded. Monitor (quarterly) use and financial cost of the above and revise plans to ensure ongoing reduction <p>Waste Management</p> <p>Water Usage</p> <ul style="list-style-type: none">a. Minimise water consumption through ensuring no leaks in the system, taps not left running etc <p>Consumables</p> <ul style="list-style-type: none">a. Use environment friendly soaps and cleaning productsb. Use environment friendly toilet paper (bamboo or recycled paper)c. Use LED light bulbsd. Have a paperless approach to printing. If required, print on recycled papere. Minimise using products with high transport mileagef. Monitor (quarterly) use and financial cost of the above and revise plans to ensure ongoing reduction

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Continuous Improvement	Feedback Loop: Continuously seek feedback and look for new opportunities to improve your sustainability efforts.
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This policy has been approved & authorised by:

Name:	Amanda Harrold
Signature:	<i>A Harrold</i>
Date:	01/12/2025
