



**Foundations**  
EXECUTIVE SEARCH

## Our Sustainability Policy

At Foundations Executive Search, we believe that sustainability and environmental stewardship is a fundamental responsibility of every individual and organization.

As a UK tech recruitment agency, we recognize that our business activities contribute to carbon emissions and environmental degradation, and we are committed to taking action to reduce our impact and promote a more sustainable future.

Our environmental policy outlines our commitment to the following principles:

1. **Becoming Carbon Neutral by 2025:** We aim to become a carbon-neutral company by 2025. To achieve this goal, we will regularly measure our carbon emissions and take steps to reduce them wherever possible. Any remaining emissions will be offset through local and verifiable carbon offsetting schemes. We will also invest in renewable energy and energy-efficient technologies to reduce our carbon footprint.
2. **Planting Trees and Supporting Local Rewilding Projects:** We recognize the critical role that trees play in capturing and storing carbon and mitigating the effects of climate change. Therefore, we will personally plant trees to further reduce our environmental impact. We pledge to plant one tree for every candidate we place in a new job.

Additionally, we will support local rewilding projects to restore natural ecosystems and promote biodiversity. We will work with local conservation organizations to identify rewilding projects that align with our values and have the greatest impact on reducing carbon emissions

3. **Promoting Sustainable Practices:** We will encourage our employees, clients, and candidates to adopt sustainable practices by providing guidance and resources on ways to reduce their environmental impact. We will prioritize suppliers who share our commitment to sustainability and work with them to reduce their own environmental impact.
4. **Energy Efficiency:** We will take steps to reduce our energy consumption and promote energy efficiency. This includes using energy-efficient equipment, reducing unnecessary energy use, and exploring renewable energy sources where possible. We will also



ensure that our offices are well-insulated and utilize natural lighting to reduce our reliance on artificial lighting.

5. **Waste Reduction:** We will reduce our waste generation and increase our recycling efforts. We will minimize our use of disposable materials and promote the use of reusable alternatives. We will work with our suppliers and partners to reduce waste throughout our supply chain.
6. **Sustainable Travel:** We will encourage sustainable travel among our employees, clients, and candidates. This includes promoting the use of public transportation, teleconferencing, and carpooling. We will also work to reduce the environmental impact of business travel, such as by offsetting carbon emissions from flights.
7. **Implementation and Communication:** We are committed to implementing this policy and working towards a more sustainable future. We will communicate our policy to all employees, clients, and candidates and encourage them to support our efforts.

We will also work with local conservation organizations to identify and support rewilding projects that align with our values.

8. **Continuous Improvement:** We will regularly review and evaluate our sustainability and environmental policies to identify areas for improvement, new projects and initiatives to support, new technologies to help reduce our impact, and raise awareness with our suppliers and clients.

We will set new targets and make changes to our policies and practices as needed to ensure that we are doing our part to protect the environment and combat climate change.

At Foundations Executive Search, we are committed to being responsible stewards of the environment and reducing our impact on climate change. We believe that by taking these steps, we can contribute to a healthier, more sustainable world for future generations.