

## ENVIRONMENTAL POLICY

Talent International UK Ltd recognises that its activities impact upon the environment through its routine internal operations, its infrastructure and through its influence and effects on the wider community. It acknowledges a responsibility for and a commitment to, protection of the environment at all levels. Talent International UK Ltd will comply fully with environmental legislation and is in addition committed to continued efforts to:

- Promote environmental management policies and practices at every level throughout the organisation.
- Increase awareness of environmental responsibilities among staff and suppliers.
- Minimise waste and pollution and develop and operate environmentally sound waste management procedures.
- Continue to encourage and facilitate modes of transport by staff and Members which minimise environmental impact, Work from home capability, reducing carbon footprint.
- Reduce water and energy consumption.
- Promote a purchasing policy which will give preference, as far as practicable, to those products and services which cause the least harm to the environment.
- Avoid wherever practical the use of environmentally damaging substances, materials and processes; and
- Encourage supplier organisations to adopt environmentally sensitive policies with regard to all aspects of their businesses.
- Tech waste is minimized with obsolete hardware donated to charity organisations.
- Use of teleconferencing in preference to onsite meeting.
- Encourage paperless office environments – Online timesheet system for contractors, Contractor documents are emailed via DocuSign and include e-signature capability.

Each year Talent International UK Ltd carry out a Carbon Footprint Appraisal.

Talent International UK Ltd are committed to NetZero for 2050

### Carbon Footprint Target Setting Key Outcomes

- Baseline absolute location-based emissions are 144.64 tCO<sub>2</sub>e, 3.00 tCO<sub>2</sub>e on a per a per £Million Turnover basis.
- Talent International should aim to reduce emissions on a per £M turnover by 65% by 2030 and 94% by 2050.
- Based on an active market-based approach (the best-case scenario taking action to reduce emissions), the trends indicate that Talent international can achieve a:
  - 50% reduction in emissions per £M turnover by 2029
  - 90% reduction in emissions per £M turnover by 2043.
- Talent International is due to reach Net Zero as defined by SBTi by 20431.

Talent International UK Ltd signs up to EcoVadis each year. This is a sustainability and ESG rating system and is becoming the global industry standard.

Talent International UK Ltd take part in CDP each year. CDP runs the global environmental disclosure system. Each year CDP supports thousands of companies, cities, states and regions to measure and manage their risks and opportunities on climate change, water security and deforestation.