



Environmental Policy

Document Control

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- **Owner:** Kane Faulkner-Wild – Founder & Lead Consultant

Environmental Policy Statement

At Deuce, we recognise our responsibility to minimise our environmental impact and contribute positively to environmental sustainability. As a recruitment agency operating a digital-first model, our environmental footprint is relatively low; however, we remain committed to managing and continually improving our environmental performance in a responsible and proportionate manner.

Our approach is informed by the principles of internationally recognised environmental management standards, including ISO 14001. While we are not currently certified to ISO 14001, we aim to align our practices with its core principles where appropriate to our size and operations.

Our Commitments

We are committed to:

Compliance Obligations

Complying with all applicable environmental legislation and regulatory requirements relevant to our business activities.

Resource Efficiency

Minimising the use of paper and physical resources through a digital-first approach.

Promoting efficient use of energy within our working environment, including responsible use of IT equipment, lighting, and heating.

Waste Reduction

Reducing waste generation and supporting reuse and recycling practices wherever feasible.

Sustainable Procurement

Considering environmental impacts when procuring goods and services, and favouring suppliers who demonstrate responsible environmental practices where practical.



Travel and Emissions

Encouraging remote working and virtual meetings to reduce travel-related emissions.
Promoting lower-impact travel options where in-person meetings are necessary.

Awareness and Engagement

Encouraging employees and associates to adopt environmentally responsible behaviours in their day-to-day work.

Continuous Improvement

Reviewing our environmental performance periodically and identifying opportunities for improvement that are appropriate to the scale of our business.

Responsibility and Review

This policy applies to all employees and associates of [Company Name]. Overall responsibility for this policy lies with the Owner, who will ensure it is implemented, maintained, and reviewed annually or as required.