

Foundations Search

Sustainability Policy

v2.0 • March 2026

Cyber talent for critical infrastructure.

Decreasing time & effort. Increasing quality. Without compromise.

1. Our Commitment

At Foundations Search, we believe that sustainability and environmental stewardship are fundamental responsibilities. As a UK-based specialist recruitment firm serving critical national infrastructure sectors, we recognise that our business activities have an environmental impact and we are committed to minimising that impact while promoting a more sustainable future.

1.1 Document Control

Item	Detail
Policy Owner	Laurence Connor, Operations Director
Effective Date	1 March 2026
Review Frequency	Annual
Next Review Date	1 March 2027

2. Carbon Neutrality

We have been working towards carbon neutrality since 2023 and continue to make progress against this goal. Our approach includes:

- Regularly measuring our carbon emissions across Scope 1, 2, and 3 categories.
- Taking active steps to reduce emissions wherever possible, including through remote-first working practices, a paperless workflow, and use of public transport.
- Offsetting remaining emissions and investing in energy-efficient.
- Setting annual reduction targets and reporting progress transparently.

3. Tree Planting and Rewilding

We recognise the critical role that trees and natural ecosystems play in capturing carbon and mitigating the effects of climate change:

- **One tree per placement:** we pledge to plant one tree for every candidate we place in a new role.
- **Local rewilding:** we support local rewilding projects to restore natural ecosystems and promote biodiversity.
- **Conservation partnerships:** we work with local conservation organisations to identify projects that align with our values and deliver measurable environmental impact.

4. Sustainable Business Practices

We encourage sustainable practices across our operations and supply chain:

- We prioritise suppliers and partners who share our commitment to sustainability.
- We provide guidance and resources to our employees, clients, and candidates on reducing environmental impact.
- We favour digital-first processes to minimise paper usage and physical waste.
- We factor sustainability considerations into our procurement decisions.

5. Energy Efficiency

We take active steps to reduce our energy consumption:

- Using energy-efficient equipment across all workspaces.
- Reducing unnecessary energy use through smart working practices and remote-first policies.
- Ensuring any office space utilises natural lighting and efficient climate control.
- Exploring renewable energy options for our operations.

6. Waste Reduction

We are committed to reducing waste generation and increasing recycling:

- Minimising the use of disposable materials and promoting reusable alternatives.
- Operating a paperless-first approach to client and candidate communications.
- Working with suppliers and partners to reduce waste throughout our supply chain.
- Recycling all appropriate materials and disposing of electronic equipment responsibly.

7. Sustainable Travel

We encourage sustainable travel practices across the business:

- Promoting video conferencing as the default for meetings wherever practical.
- Encouraging public transport, cycling, and carpooling for essential travel.
- Offsetting carbon emissions from necessary business flights.
- Choosing accommodation and venues with demonstrated sustainability credentials where possible.

8. Communication and Engagement

We are committed to transparent communication about our sustainability efforts:

- This policy is communicated to all employees, clients, and candidates.
- We share sustainability updates and milestones through our communications channels.
- We engage with the wider CNI and cyber security community on sustainability topics relevant to the sectors we serve.

9. Continuous Improvement

We regularly review and evaluate our sustainability practices to identify areas for improvement. This includes setting new targets, adopting emerging technologies and best practices, and raising awareness with our suppliers and clients. We will update this policy as needed to ensure it reflects our ongoing commitment to environmental stewardship.

At Foundations Search, we are committed to being responsible stewards of the environment. We believe that by taking these steps, we can contribute to a healthier, more sustainable world while building a resilient cyber security profession for future generations.

Foundations Corp Ltd trading as Foundations Search

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