

Environment and Sustainability Policy

Karlka Recruiting Group (the Company) is committed to improving its environmental performance and achieving corporate sustainability. Karlka Recruiting Group will operate in compliance with relevant environmental legislation and strive to achieve best practices in all we do.

As part of the commitment we will:

- Operating and behaving in a manner which equally considers environmental responsibility alongside social and financial responsibility
- Foster a culture of sustainability and reducing its ecological footprint
- Promote environmental and sustainability awareness among our employees and encourage them to work in an environmentally responsible manner,
- Train, educate and inform our employees about environmental and sustainability issues that may affect their work,
- Integrate the consideration of environmental concerns and impacts into all of our decision making and activities,
- Promote efficient use of materials and resources such as water, electricity throughout our facilities and where possible, re-use rather than dispose or improve efficiency of energy,
- Purchase and use environmentally responsible products accordingly,
- Adhere to relevant legislation
- Strive to continually improve our environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities'

All employees are expected to consider the environment and look to reduce their impact and effect as outlined in this Policy.

Managers and Supervisors are accountable for the implementation of this Policy and, where necessary, its enforcement.



A member of the KRG Executive Team



Date