



Career Seekers Direct Limited Sustainability Policy

Introduction:

Career Seekers Direct Limited strive to deliver sustainable solutions guided by our values and with our 'together' manifesto we engage with our "representatives, (Associates, contractors, consultants, employers), clients and supply chain for the benefit of those stakeholders in the wider community and environment in which we work and live.

It is important to us to emphasis the social, economic and environmental impact of our business in everything we do, and this policy reflects our commitment to ensuring that sustainability is considered through all our business decisions. We:

- Offer career development, supporting our teams to be diverse, engaged, motivated and competent - together working towards the sustainable success of our business.
- Engage positively with the local communities in which we work, both through specific project engagement and through company-wide initiatives.
- Deliver sustainable profitable growth while satisfying our ethical, legal and contractual obligations.
- Improve resource efficiency, sustainable consumption and production, throughout the whole supply chain from design through to operation.
- Encourage ideas and innovation that can create financial savings and benefit our customers, society and the environment.
- Integrate our sustainability goals throughout our operations.
- Commit to measuring our impact through Health, Safety, Environmental and Quality performance data, employee engagement surveys, customer satisfaction feedback and our financial performance.

Version Control

This policy will be reviewed annually and will be adapted if changes to the company occur.

Version No.	Date	Written/Reviewed By	Next Review Date
V3.0	Nov 2023	Eva Harrison CSD MD	Nov 2024



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V4.0	Aug 2025	Eva Harrison CSD MD	Aug 2025