

# Sustainability Policy

Our purpose is to build outstanding people, strong customers and great communities.

Programmed / PERSOLKELLY recognises that Sustainability (Environment, Social and Governance – ESG) management is an integral element of our responsibility to our employees, our customers, and the community at large. Programmed / PERSOLKELLY is committed to taking the necessary actions to making our sustainability contributions purposeful and felt.

## We will commit to:



Contributing to Persol Holdings' goal of achieving carbon neutrality for Scope 1 and Scope 2 emissions by 2030.



Identifying and implementing opportunities to minimise waste and divert from landfill through the promotion of separation, recycling and circular economy initiatives.



Identifying our organisational aspects and impacts and taking action to mitigate the risks of environmental harm as part of our duty to the community and to meet our legislative obligations and responsibilities.



Procuring sustainable goods and services through our supply chain to maximise the life cycle of Programmed's / PERSOLKELLY's and our customer assets.



Taking action against climate change by instilling a culture of ongoing improvement within our teams and actively seeking innovative solutions to decrease our environmental footprint.



Supporting and encouraging our suppliers and contractors to adopt more environmentally friendly offerings that also consider circular economy opportunities.



Raising the awareness of our stakeholders of their environmental responsibilities through training, promotions, and communication.



Transparently measuring our greenhouse gas emissions footprint to understand our contribution to climate change.



Investing in technologies that support the adoption of renewable energy strategies.



Ensuring our focus on social responsibility extends across our Equal Opportunity; Diversity, Equity, Inclusion and Belonging; Whistleblower; and Human Rights policies.

This policy applies to all activities undertaken by Programmed / PERSOLKELLY.



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