

Environmental Policy

As part of being a responsible business, we are committed to managing our operations in ways that minimise our environmental impact and inspire our people to lead more sustainable lives. This policy applies to all Arc Hospitality Recruitment Solutions Ltd employees, team members, agency staff, and third parties who undertake activity on behalf of Arc.

Arc operates within the hospitality and events industry and recognises that its activities impact the environment in several ways principally through energy use, waste generation, and business travel.

We have an embedded ISO 14001 and 9001 Management System ensuring that environmental performance is monitored, reviewed, and continually improved as part of our core business processes.

In recognition of our environmental responsibilities, Arc is committed to protecting the environment and continually improving its performance by:

- Complying with all relevant environmental legislation, regulations, and the expectations of our customers and key stakeholders.
- Reducing our environmental impact through responsible business practices, including efficient resource use, waste minimisation, and sustainable procurement.
- Measuring and taking action to reduce the carbon footprint of our business activities in line with defined objectives and targets across Scope 1, 2 and 3 to understand where we can have the greatest impact in reducing our footprint.
- Embedding sustainable practices within our staffing and recruitment processes by prioritising local recruitment, encouraging sustainable travel choices among team members, and using collected data to identify and reduce environmental impacts.
- Maximising recycling and minimising waste generation across all offices through improved awareness, responsible procurement, and clear waste-management guidance.
- Engaging and educating our people, including full-time staff, team members, and our clients, to understand their environmental responsibilities and contribute to collective improvement.
- Maintaining transparent communication on our environmental performance and progress through our annual Impact Report.

Arc is committed to ongoing monitoring, review, and enhancement of our environmental performance. We recognise that achieving sustainability is a long-term process and remain focused on measurable reductions, behaviour change, and collaboration across our industry.

This policy will be reviewed annually and updated as necessary to reflect changes in our business operations, legislation, or environmental priorities.

Signed:



Date: 20/10/2025