

Sustainability Statement

1. Our Commitment

At Venesky Brown, we recognise that sustainability is not only an environmental responsibility but an essential part of building a resilient and successful business. As a workforce solutions and recruitment partner operating across infrastructure, energy and the public sector, we understand the importance of balancing economic growth with environmental stewardship and social responsibility. We are committed to conducting our operations in a way that minimises our environmental impact, supports the wellbeing of our people and communities, and contributes positively to a more sustainable future.

2. Embedding Sustainability into Our Business

Our approach to sustainability focuses on using resources responsibly, reducing waste, improving efficiency and encouraging environmentally conscious behaviours across our organisation. We continually seek opportunities to reduce our environmental footprint while maintaining the high standards of service our clients and stakeholders expect. By embedding sustainable thinking into our day-to-day operations, we aim to create lasting value that extends beyond our own business and contributes positively to the industries and communities in which we operate.

3. Responsible Resource Management

We are committed to using resources efficiently and reducing unnecessary consumption wherever possible. This includes monitoring our use of energy, water and other resources, identifying opportunities for improvement and promoting responsible behaviours throughout the organisation. We actively seek to minimise waste and prevent pollution through practical measures and ongoing review of our working practices, helping to reduce our environmental impact while supporting long-term sustainability.

4. Creating a Sustainable Workplace

Sustainability is reflected in the way we operate our offices and support our employees. We have embraced digital technologies and cloud-based systems to reduce reliance on paper and promote more efficient ways of working. Recycling facilities are available across our office locations and employees are encouraged to adopt environmentally responsible practices both in the workplace and beyond.

5. Sustainable Travel and Hybrid Working

We recognise that travel can contribute significantly to an organisation's environmental footprint. To help reduce emissions, we actively encourage employees to consider sustainable travel options where practical, including walking, cycling, public transport and car sharing. Our flexible and hybrid working arrangements also support sustainability objectives by reducing commuting requirements and helping to lower the environmental impact associated with daily travel.

6. Engaging Our People

We believe that sustainability is most effective when everyone understands their role in contributing to positive environmental outcomes. We are committed to raising awareness and providing employees with the information, support and training needed to encourage sustainable decision-making. Through engagement, education and shared responsibility, we seek to empower our people to apply sustainable practices both within the workplace and in their wider communities.

7. Continuous Improvement

Sustainability is an ongoing journey and we are committed to continually reviewing and improving our approach. We monitor our performance, assess emerging opportunities and seek practical ways to strengthen our environmental credentials as our business evolves.

8. Looking Ahead

Venesky Brown is committed to playing its part in creating a more sustainable future. By embedding environmental responsibility into our operations, encouraging sustainable behaviours and continually seeking opportunities for improvement, we aim to make a positive contribution to the environment while supporting long-term business success.

Document Ref	Author	Approved by	Signature	Last review date
POL093	Emily Sanderson	Craig Brown		3 rd June 2026