



**GREEN
SAPIENS**

Carbon Emission Statement

Recruiting better people for a better future
www.greensapiens.co/



Carbon Emission Statement

At **Green Sapiens**, we recognise the urgent need to combat climate change and reduce carbon emissions to create a sustainable future for our planet. We are committed to taking the necessary steps to minimise our environmental impact and play our part in the global effort to address climate change.

Together, we firmly believe that our actions can make a meaningful impact. By integrating sustainability into our business practices, we hope to inspire positive change in our industry and encourage others to join us on this vital journey towards a greener, more sustainable future.

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Direct Emissions (Scope 1)

Recognising the significance of carbon emissions caused directly by our business operations (otherwise referred to as scope 1 emissions as defined by GHG Protocol¹), we have developed a robust strategy to reduce our environmental impact in these areas and transition towards a low-carbon future.



Remote Working - Green Sapiens operates on a fully remote basis. All of our team members- from our founders, to our associates, to our employees- provide efficient and effective support from the comfort of their home. We also encourage the use of virtual interviews with our clients. Avoiding commuting emissions, decreasing office energy consumption, and significantly reducing emission-creating resources.



Vehicle Fleets - By eliminating or reducing the use of business vehicles, we can directly tackle a major source of greenhouse gas emissions. Green Sapiens does not own or provide any commercial vehicles for business use. When business travel is deemed necessary, the use of public transportation is encouraged (for further details on this, please see 'business travel' on page 3).



Paperless Operations - Green Sapiens is a paperless organisation. From contracts to information packs, e-Signatures to cloud storage systems, our organisation operates all-digital workflows. This reduces paper consumption and the associated carbon emissions from paper production and disposal.

¹ <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>

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Indirect Emissions (Scope 2 & 3)

Due to the intangible nature of our business, emissions caused by elements such as operational waste generation and product transport and distribution are kept to a minimum. However, we appreciate there is still more we can do when it comes to scope 2² and 3³ emissions.



Business Travel - Occasionally our team utilise business travel for in-person meetings. Green Sapiens actively promote the use of public transportation, cycling, and carpooling among our associates and employees to reduce the environmental impact of business related travel.



Purchased Goods and Services - Green Sapiens operate a PSL ('Preferred Supplier List'), and continually update this on an annual basis. We choose suppliers and vendors who prioritise sustainability and have environmentally friendly practices. For example, for website hosting, Green Sapiens utilise the 'Squarespace' platform; whose partner organisations are due to achieve 100% renewable energy when it comes to hosting in their data centres⁴.



Sustainable Marketing - Green Sapiens opt not to produce any physical marketing materials associated with our business offer. Any promotional items required for events must be eco-friendly and purchased via our PSL.



Green Partnerships - Green Sapiens collaborate with other businesses that share a commitment to sustainability.



Employee Awareness - Our employee and associate induction process includes a mandatory sustainability awareness module; aimed to educate and engage our team members on sustainability practices and encourage them to adopt eco-friendly behaviours both at work and in their personal lives.



Continuous Improvement - Green Sapiens is committed to continuous improvement. We are dedicated to the regular assessment of our company's carbon footprint and set goals for it's ongoing reduction.

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Plans for 2024



Carbon Emission Audit - The Green Sapiens Board of Directors has chosen 2024 as our base year for measuring carbon emissions. 2024 will see our first carbon emissions audit, allowing us to regularly assess and monitor our carbon footprint using credible metrics and tools.



Continuous Improvement - Continue to foster a culture of environmental awareness and responsibility among our employees through the ongoing-development of our employee and associate education module.



Carbon Offsetting Projects - Green Sapiens plans to invest in carbon offsetting projects that help counterbalance the emissions produced by our business activities. Green Sapiens will contribute towards renewable energy projects and initiatives.

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Declaration and Sign Off

This carbon reduction statement has been created in accordance with the associated guidance, and has been signed off by the Board of Directors as below.



Gary Miller - Founder

"At Green Sapiens, we firmly believe that the reduction of carbon emissions is not only a responsibility but an opportunity to lead positive change. Our commitment to sustainability extends to every aspect of our business, and we are resolute in our pursuit of a greener, more sustainable future."

Gary Miller









Scott Chapman - Founder


"Our business is unwaveringly committed to driving change and leading by example in the pursuit of a better future. Together, we shall forge a path that not only benefits our bottom line but also preserves the planet for generations to come. This is our promise, for a world that thrives as we thrive."


Scott Chapman

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-  Contingent Search
-  Executive Search
-  Campaign Management
-  Contract/Interim Assignments
-  Partner-Led Management Consultancy
-  Compliance Management

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