



**GREEN
SAPIENS**

Sustainability Statement

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



Sustainability Statement

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Our Mission

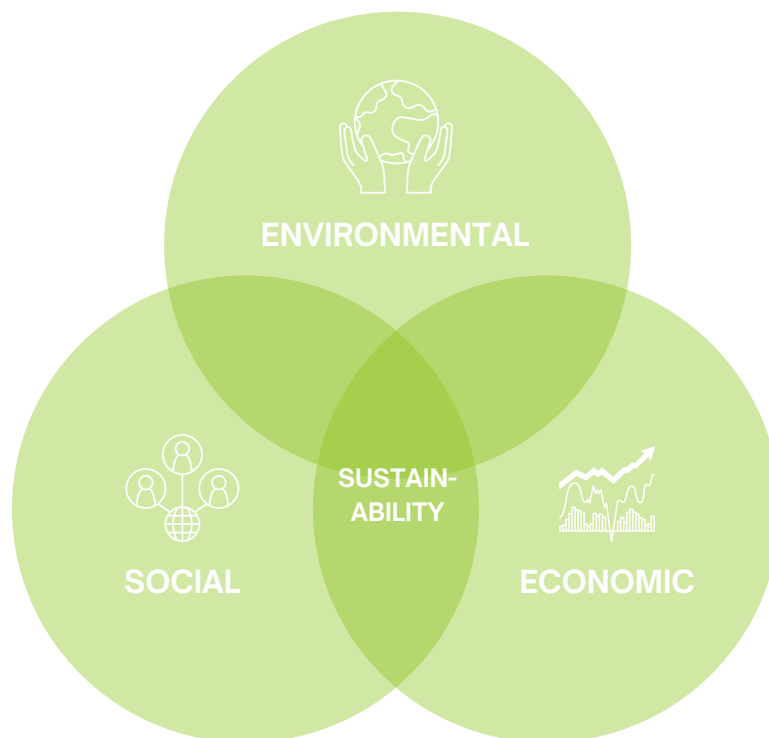
At Green Sapiens, we recognise the critical role that the Renewable Energy and Clean Technology market plays in shaping a more sustainable future for our planet. We are therefore committed to upholding the three pillars of sustainability via the economic, social and environmental priorities outlined in this document.

Through our actions and decisions, we aim to contribute to the advancement of a thriving renewable energy and clean technology industry whilst fostering positive impacts on society and the environment. It is of utmost importance that as a business, **we contribute towards meeting the needs of today without compromising the needs of tomorrow.**

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Pillars of Sustainability

The 'Pillars of Sustainability' shown below help us to structure and scope our priorities for long-term sustainability as a business. Green Sapiens has identified commitments aligned to the areas set out below:





Environmental Priorities

Reducing Carbon Footprint: We are committed to minimising our environmental impact by adopting energy-efficient practices in our operations. All members of the Green Sapiens team work remotely and our operational processes are 100% paperless. Occasionally our team utilise business travel for in-person meetings, and 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. Find out more on how we are reducing our carbon footprint by viewing our [Carbon Emission Statement](#).

Advocating for Renewable Energy: Our advocacy for renewable energy extends beyond recruitment. Through our partnerships with SME's in this area, we use our platform to raise awareness about the importance of transitioning to sustainable energy sources, collaborating with industry stakeholders to amplify the conversation and drive positive change.

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.

IT and Sustainability: Where possible, Green Sapiens source IT equipment from recycled sources and via our IT partners who have been pre-vetted as part of our PSL. We will work towards the use of sustainable PCs, laptops, and monitors. IT equipment must be disposed of via our IT recycling partner; not via landfill.



Economic Priorities

Value Creation: We are dedicated to driving economic growth within the Renewable Energy and Clean Technology market by connecting top-tier talent with innovative companies. Our recruitment solutions prioritise the identification and placement of skilled professionals, contributing to increased productivity, competitiveness, and profitability for our clients.

Sustainable Procurement: 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 centres. For the purchase of general business equipment, our finance personnel are encouraged to source from local suppliers as much as possible.

Long-Term Partnerships: We believe in building enduring relationships with both clients and candidates, focusing on their sustained success. By understanding our clients' specific needs and promoting diversity in our candidate pool, we ensure that the renewable energy sector remains robust and responsive to evolving market demands.

Innovation and Adaptability: As the renewable energy and clean technology landscape evolves, we embrace the importance of adaptability and innovation. By staying informed about industry trends and technology advancements, we assist our clients in finding adaptable professionals who can drive progress and transformation.



Social Priorities

Diversity and Inclusion: We are committed to promoting diversity and inclusion within the renewable energy and clean technology sector. Our recruitment practices actively seek candidates from diverse backgrounds, recognising that varied perspectives foster innovation and drive positive change.

Community Skills Development: We prioritise skills development and continuous learning for candidates within our client's communities, helping them to thrive in rapidly changing markets. Green Sapiens has developed a mechanism to invest in training and mentorship opportunities within our Client's communities as a way to use our profits to 'give back' and contribute to a skilled workforce capable of addressing the industry's challenges.

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

Community Engagement: We recognise our responsibility to the community in which we operate. Green Sapiens offer our employees a paid, annual volunteering allowance, and as a business we look to engage in local sustainability initiatives. We aim to give back to society and inspire future generations to participate in our sector.

Flexible Working: We are a family friendly organisation and encourage flexible working patterns for parents and carers; we recognise the positive impact that this has on local families and societies.

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Plans for 2024

Our sustainability initiatives reflect our dedication to responsible business practices and our mission to minimise our environmental footprint while maximising our social impact. In 2024, we are excited to continue our journey towards a more sustainable future through the following ongoing plans.



Carbon Emission Audit - We have chosen 2024 as our base year for measuring carbon emissions. 2024 will see the first Green Sapiens carbon emission audit, allowing us to regularly assess and monitor our carbon footprint using credible metrics and tools.



Continuous Improvement - We pledge to continue to foster a culture of environmental awareness and responsibility amongst our employees and Associates 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.



Green Partnerships - We'd like to explore and develop partnerships with organisations who hold a common enthusiasm for corporate sustainability, and partner up on sustainable initiatives.

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Declaration and Sign Off

This sustainability 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









Scott Chapman - Founder


We are unwavering in our dedication to the principles of economic, social, and environmental sustainability. By leveraging our recruitment expertise, we aim to play a pivotal role in shaping a more sustainable future for the renewable energy/clean technology sectors and the wider world. Through our actions, partnerships, and commitment, we strive to leave a lasting positive impact on society, the economy, and the environment.


Green Sapiens - Board of Directors


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Recruiting better people for a better future

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

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