

The Recruitment Org Corporate Social Responsibility (CSR) Policy

The Recruitment Org recognizes the growing importance of Corporate Social Responsibility (CSR) in today's society and is committed to contributing positively to the communities we serve. Our dedication to CSR is reflected in our comprehensive Sustainability program designed to enhance our environmental awareness and minimize our impact.

Our Guiding Principles:

1. **Positive Impact:** We aim to make a beneficial impact on society and the environment through all our corporate activities.
2. **Mutual Prosperity:** Our goal is to prosper alongside all our stakeholders by fostering a supportive and inclusive environment.
3. **Sound Governance:** We commit to conducting our business activities on a robust governance foundation, ensuring transparency, integrity, and accountability.

Focus Areas and Programs:

1. **Inspiring New Ways of Working:**
 - **Objective:** To create motivating workplace environments that respect and celebrate individual differences.
 - **Initiatives:** Embrace diversity, foster respect for all individuals, and provide opportunities that encourage every employee to excel in their roles.
2. **Closing the Opportunity Gap:**
 - **Objective:** To drive positive social change by bridging people with opportunities for a better life.
 - **Initiatives:** Leverage our network and resources to connect individuals with meaningful employment opportunities, focusing on underserved communities.
3. **Celebrating Diversity and Inclusion:**
 - **Objective:** To minimize barriers and promote inclusive hiring practices through technology and strategic partnerships.
 - **Initiatives:** Implement programs and tools that support diversity in recruitment, ensuring equitable opportunities for all candidates.
4. **Respecting Human Rights:**
 - **Objective:** To uphold and advocate for human rights across our operations and supply chain, aligning with the UN Guiding Principles on Business and Human Rights.
 - **Initiatives:** Conduct regular assessments and audits to ensure compliance with human rights standards, and engage with suppliers to uphold these principles.
5. **Conserving the Environment:**
 - **Objective:** To contribute to a sustainable society through mindful business practices, products, and services.
 - **Initiatives:** Develop and implement an environmental vision within our Sustainability program, aiming to reduce our carbon footprint, promote recycling, and encourage environmentally friendly practices across all levels of the organization.

Commitment to Action:

The Recruitment Org is dedicated to implementing these policies and initiatives, continuously seeking ways to enhance our CSR efforts. We believe that by adhering to these principles and focus areas, we can make a significant, positive impact on the world around us.

Engagement and Transparency:

We will regularly report on our progress, challenges, and learnings in our CSR journey, engaging with our stakeholders transparently to foster trust and collaboration.

By integrating CSR into the core of our business strategy, The Recruitment Org pledges to not only achieve business excellence but also contribute to the broader societal and environmental goals that shape a better, more sustainable future for all.