



**SOTERIA  
PEOPLE**  
PROTECT - ENVELOP - NURTURE

# **SOTERIA PEOPLE**

**POLICY  
DOCUMENT**

**Environmental  
Policy**

# Environmental Policy

## Introduction

Soteria People Ltd is committed to reducing its environmental impact and promoting sustainability in all aspects of our recruitment operations. As a specialist in residential child care recruitment, we recognize our responsibility to contribute to a healthier planet while ensuring ethical and sustainable business practices.

## 2. Purpose

This policy outlines our commitment to:

- Minimizing our carbon footprint and waste generation.
- Promoting sustainability within our business and encouraging eco-friendly practices among candidates and clients.
- Complying with all relevant environmental laws and regulations.
- Continuously improving our environmental performance.

## 3. Scope

This policy applies to all employees, contractors, clients, and candidates associated with Soteria People Ltd. It covers all aspects of our business operations, including:

- Office operations and energy use
- Digital and paper-based processes
- Travel and transport policies
- Supply chain and partnerships

## 4. Key Commitments

### 4.1 Sustainable Office Practices

Reduce energy consumption by using energy-efficient lighting and equipment.

Implement a paperless policy where possible and encourage digital

communication.

Recycle and responsibly dispose of office waste, including paper, plastics, and electronics.

Use sustainable office supplies and eco-friendly cleaning products.

### 4.2 Ethical Recruitment and Training

Encourage clients and candidates to adopt environmentally responsible practices.

Promote roles in organizations that prioritize sustainability.

Provide training to employees and recruiters on environmental awareness and best practices.

### 4.3 Travel and Transport

Reduce unnecessary business travel and encourage virtual meetings.

Promote the use of public transport, carpooling, and cycling for work-related travel.

Offset carbon emissions from essential travel where possible.

### 4.4 Sustainable Partnerships and Procurement

Work with suppliers and service providers who adhere to environmental best practices.

Prioritize the use of eco-friendly materials and services.

Collaborate with organizations that promote sustainability in recruitment and child care services.

## 5. Compliance and Continuous Improvement

Soteria People Ltd will regularly review and update this policy to ensure compliance with environmental laws and regulations. We will:

Set annual sustainability targets and measure progress.

Engage employees and stakeholders in environmental initiatives.

Explore innovative ways to improve our environmental performance.

## **6. Contact Information**

For further information about our environmental policy or to provide feedback, please contact:

Email: [info@soteriapeople.co.uk](mailto:info@soteriapeople.co.uk)

Phone: 01925 973 319

Reviewed and Approved by: Robert Taylor  
Position: Managing Director  
Date: 01/02/25  
Review Date: 01/02/26



# ***Leading the way in residential childcare recruitment***

## **Contact Info:**



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