



ttgrecruitment

## Environmental, Social, and Governance Policy

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## **Effective Date**

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This version 1.0 is effective from 1/01/2023.

## **About this policy**

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The engagement of values encompassing environmental, social, and governance practices are crucial to creating a consistent social and environmental impact. While The Turner Group (TTG) isn't required to participate in legislated activity due to our size, we believe in the ideals surrounding government initiatives to create a sustainable future. This policy encompasses all non-financial topics while providing a reference point for stakeholders, to help uphold expected standards, meet our goals, and influence those who conduct business with TTG.

## **ESG Policy**

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### **Environmental Commitment**

Caring for our environment is paramount to press for long-term value and a sustainable future for staff, clients, candidates, and the wider community. This creates a wider goal of lowering our impact on the environment. To contribute towards this goal TTG will strive for the following actions:

#### **Environmental Awareness**

We will raise awareness among our employees, clients, and candidates about the importance of environmental sustainability and encourage environmentally responsible practices.

#### **Resource Efficiency**

We will strive to minimize our consumption of natural resources and reduce waste through efficient use of energy, water, and materials in our office operations.

#### **Paperless Approach**

We will actively promote a paperless workplace by utilizing digital tools and minimizing the use of paper in day-to-day operations.

#### **Carbon Footprint Reduction**

We will work towards reducing our carbon footprint by implementing measures such as energy-efficient technology, responsible travel policies, and supporting initiatives for offsetting carbon emissions.

### **Social Responsibility**

We understand that our actions have an impact not only on our clients and candidates but also on the larger community. Knowing this, we strive to operate with



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integrity, transparency, and a commitment to ethical practices. To imprint these values in business we obey the following principles:

#### Diversity and Inclusion

We will raise awareness among our employees, clients, and candidates about the importance of environmental sustainability and encourage environmentally responsible practices.

#### Work-Life Balance

We will support and promote employee well-being by fostering a healthy work-life balance, promoting flexible working arrangements, and providing access to wellness programs and resources.

#### Health and Safety

We will maintain a safe and healthy work environment for our employees, clients, and candidates by complying with applicable health and safety laws, regulations, and industry best practices.

#### Human Rights

We will respect and uphold human rights principles, ensuring that our business activities do not infringe upon the rights of individuals or communities, both internally and within our supply chain.

### **Governance and Ethics**

We are committed to upholding the highest standards of integrity and fairness during business practices. We ensure that decision-making processes are accountable and aligned with the best interests of our clients, candidates, and the broader Australian community. To ensure these values are upheld we follow these principles:

#### Compliance

We will comply with all applicable laws, regulations, and industry standards, ensuring that our operations meet the highest ethical standards.

#### Data Protection and Privacy

We will handle personal and sensitive information in accordance with applicable data protection laws and respect the privacy rights of our employees, candidates, and clients.

#### Client and Candidate Satisfaction

We will prioritize the needs and expectations of our clients and candidates, providing a high standard of service while maintaining transparency, integrity, professionalism.

#### Stakeholder Engagement

We will actively engage with our stakeholders, including employees, clients, candidates, and the wider community, to understand their concerns, gather feedback, and continuously improve our ESG practices.



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### ***Monitoring and Reporting***

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We are committed to embedding these values into our decision-making processes, fostering a sustainable and responsible business that contributes positively to our clients and the industry. To ensure that the values of TTG continue align with the interests of our stakeholders and the broader community we continually seek opportunities to enhance the values presented within this ESG by:

- Following globally accepted discourse on a sustainable future and ethical conduct
- Reflecting and participating in industry engagement and discussion
- Regularly reviewing the above principles and the accepted standards placed upon us by our broader community