



ENVIRONMENTAL POLICY

QCS Staffing have a company-wide environmental policy that is communicated to all staff and displayed on our intranet. Minimising the carbon footprint of QCS Staffing is part of our environmental policy and corporate social responsibility policy. We are particularly keen to derive carbon footprint reductions from technical innovation and/or productivity improvements.

Our decisions are based on Life Cycle Assessment (LCA) of carbon emission impact. We include the broader environmental impact, e.g. when car use is unavoidable, we take a neutral stance on hybrids compared to conventional, pending authoritative analysis of the environmental impact of making the batteries and disposing of waste which cannot be recycled. We are constantly reviewing the suitability and applicability of industry standards that can be applied to our services. We also have a detailed environmental policy that applies to UK operations. QCS Staffing currently promotes the following environmental procedures throughout the company:

- To develop, maintain and promote working procedures which are designed to minimise impact upon the environment
- To ensure all staff are fully aware of ways in which they can minimise environmental impact, and that appropriate procedures are followed where possible
- To provide lines of communication to enable the capture and incorporation of new ideas into company working procedures
- QCS Staffing is committed to being a socially responsible organisation and wherever possible to reduce energy consumption and recycle used products. Examples of this commitment are:
 - Documents are scanned in and distributed electronically to employees and customers, avoiding unnecessary duplication documents and paper wastage.
 - Monitors installed are 'energy saving' with power-save facility on automatic timing.
 - PC base units, when used, are small footprint, energy-saving with 'wake-up on LAN' capability.
 - We prefer thin client network terminals, which consume less than 10W instead of hundreds, and flat panel monitors which use much less power than CRT.
 - Paper documents no longer required are shredded and the paper recycled.
 - Empty printer toner cartridges are recycled.

As a tenant we rarely dictate the build standards of properties. However, in the selection of newly leased offices we verify that the structure is well insulated, including the pipe work, and double glazed. Low energy lighting is required, and motion detector switches are usually available. The footprint is also substantially affected by how an office is used. We moderate heating and cooling use with zone controls and sensible temperature settings, i.e. warmer in winter than in summer. IT equipment had become a major consumer of energy, with extra load on air conditioning in the summer.

The company does not provide cars. They may be replaced by employee-owned vehicles, but their absence emphasizes our policies advocating cycling to work, use of public transport and car sharing. When travelling between home and office is still necessary we encourage environmentally-friendly options.



QCS Staffing

UK: Redwood House, Rectory Lane, Berkhamsted, Hertfordshire HP4 2DH

USA: One Boston Place, Suite 2600, Boston, MA 02108

Ireland: 6-9 Trinity Street, Dublin 2, Ireland, D02 EY47

+44 (0) 1442 870 700

contact@qcsstaffing.com

www.qcsstaffing.com