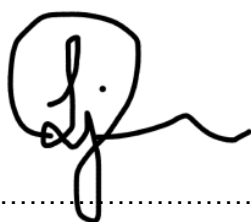


Karlka Recruiting Group (the Company) is committed to preserving the environment and ensuring sustainable practices in our operations. This policy outlines our commitment to sustainability and environmental responsibility.

This policy outlines our commitment to sustainability and environmental responsibility, in accordance with the ISO 14001:2015 Environmental Management Systems.

1. We will comply with all applicable environmental laws, regulations, and other requirements related to our operations. We will continually monitor our compliance with these requirements and strive to exceed them whenever possible.
2. We will conduct regular reviews of our operations to identify and evaluate the potential environmental impacts. We note that, as our operations are office based, our impact is minimal.
3. We will strive to prevent pollution by implementing environmentally friendly materials, products, and processes. We will also minimize the generation of waste and reduce our energy and water consumption.
4. We will conserve natural resources, such as energy, by implementing practices that promote their efficient use and minimise waste generation.
5. We will prioritise the procurement of environmentally friendly products and services such as paper).
6. We will involve our employees in our environmental sustainability efforts and provide them with the necessary training and resources to implement sustainable practices in their work (e.g. minimise printing, printing back to front, recycling, etc.).
7. We will strive to continually improve our environmental sustainability practices and policies by setting measurable goals and targets and tracking our progress towards achieving them.

At Karlka Recruiting Group, we are committed to reducing our impact on the environment and promoting sustainable practices. We will comply with all applicable environmental laws and regulations and continually improve our environmental performance. We will work with our employees to promote sustainable practices and address environmental issues. By implementing the ISO 14001:2015 Environmental Management Systems, we will ensure that our environmental sustainability efforts are systematic, effective, and continually improving.



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A member of the KRG Executive Team