

Carbon Reduction Plan

1. Commitment to Carbon Reduction

Tradewind Recruitment Limited and Sanza Teaching Agency recognises the urgent need to tackle climate change and is committed to achieving Net Zero carbon emissions by 2050, in line with UK Government targets.

We aim to reduce our environmental impact across all areas of our business, including our operations, supply chain, candidate engagement, and client partnerships.

2. Current Carbon Reduction Initiatives

We have already taken the following actions to reduce our carbon footprint:

- Shift to cloud-based operations to reduce reliance on physical infrastructure.
- Promotion of remote and hybrid work to minimise commuting.
- Use of electronic contracts and timesheets, reducing paper usage.
- Recycling and waste reduction procedures in office spaces.
- Encouraging virtual interviews and meetings over in-person travel.

3. Future Carbon Reduction Initiatives (Next 12–36 Months)

To further reduce our emissions, we plan to implement the following:

Operational Changes

- Conduct an annual carbon audit to track progress.
- Introduce sustainability training for internal staff.

Travel & Transport

- Introduce a green travel policy:
 - Prioritise train over car/plane.
 - Promote the use of electric vehicles.
- Incentivise cycle-to-work and public transport schemes.

Technology & Digital Footprint

- Reduce data storage duplication and unnecessary cloud usage.
- Move to carbon-neutral web hosting and reduce unnecessary digital bloat.

Supply Chain Engagement

- Work with schools and service providers who commit to sustainable practices.