

THE EMPLOYEE CONNECT

CORPORATE SUSTAINABILITY & ENVIRONMENTAL POLICY

1. Objective & Scope

The Employee Connect is committed to fostering environmental sustainability within our business operations and workforce management practices. As a premier provider of contingent staffing solutions, we aim to minimize our ecological footprint and promote sustainable office and hiring operations.

2. Core Environmental Commitments

- **Digital-First & Paperless Operations:** We utilize digital enrollment, cloud-based onboarding platforms, and electronic time-tracking/invoicing to eliminate physical paper waste across our talent acquisition processes.
- **Energy Efficiency & Telecommuting:** We leverage virtual interviewing platforms to reduce commuter emissions for candidates and internal staff. We mandate energy-efficient equipment practices within our office workspaces.
- **Responsible Waste Management:** We enforce standard recycling practices for office paper, hardware, and electronics to ensure safe and sustainable disposal.

3. Accountability & Communication

This policy is reviewed annually to ensure progress and alignment with modern environmental standards. We communicate our sustainability objectives to our clients, internal employees, and contingent workforce through our digital communication channels.

Authorized Signature: *Janie Hill*

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