

# Our Environmental Sustainability Policy

Jobster recognizes the importance of environmental sustainability in today's world. As a leading online employment company based in Singapore, we are committed to minimizing our environmental impact and promoting sustainability in all aspects of our operations. This policy outlines our commitment to environmental responsibility and sets forth our goals and strategies for achieving them.

At Jobster, we are dedicated to integrating environmental sustainability into our business practices. We aim to:

1. **Resource Efficiency:** Minimize resource consumption and waste generation across all operations.
2. **Carbon Footprint Reduction:** Reduce greenhouse gas emissions associated with our activities, including energy consumption and transportation.
3. **Sustainable Procurement:** Preferentially source products and services that are environmentally friendly and sustainable.
4. **Education and Engagement:** Raise awareness among our employees and stakeholders about environmental issues and promote environmentally responsible behavior.
5. **Compliance and Continuous Improvement:** Comply with all relevant environmental laws, regulations, and standards, and continually seek opportunities for improvement.

Some of our sustainability goals here include:

1. **Energy Efficiency:** Achieve a 20% reduction in energy consumption per employee by 2025 through the use of energy-efficient technologies and practices.
2. **Waste Reduction:** Reduce paper usage by 50% and achieve a 75% recycling rate of office waste by 2025.
3. **Transportation:** Promote telecommuting and use of public transportation among employees to reduce carbon emissions from commuting.
4. **Sustainable Procurement:** Source at least 50% of office supplies and materials from environmentally certified vendors by 2025.

We are planning on implementing many different strategies in order to reach these goals, including:

1. **Energy Conservation:** Implement energy-efficient lighting, heating, ventilation, and air conditioning (HVAC) systems. Encourage the use of laptops over desktop computers for energy savings.
2. **Waste Management:** Introduce a paperless office initiative. Provide recycling bins for paper, plastics, and other recyclables throughout the office.
3. **Transportation Policies:** Offer incentives for employees who carpool, use public transportation, or opt for eco-friendly commuting options. Provide subsidies for public transportation passes.
4. **Sustainable Purchasing:** Establish procurement guidelines that prioritize products with minimal packaging, recycled content, or environmentally friendly certifications.

Regularly monitor our progress towards achieving environmental goals and report results to stakeholders. Conduct annual environmental audits to assess compliance and identify areas for improvement.

Encourage employees to contribute ideas and participate in initiatives that support our environmental sustainability goals. Provide training and educational resources to increase awareness of environmental issues and best practices.

At Jobster, environmental sustainability is integral to our corporate responsibility. By implementing this policy, we aim to not only reduce our environmental footprint but also inspire positive change within our industry and community. Together, we can contribute to a healthier and more sustainable future for Singapore and beyond.