



# Sustainability Policy

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## **Gold Class Healthcare Ltd – Recruitment Supply to Care Homes**

Policy Reference: 1007

Linked Policy: Environmental Policy No. 1007

### **1. Policy Statement**

At Gold Class Healthcare Ltd, we recognise our responsibility as a healthcare recruitment agency to operate sustainably while supporting the social care sector. This Sustainability Policy sets out our commitment to embedding sustainable development principles within our recruitment processes, business operations, and the services we provide to care homes.

As a supplier of healthcare professionals, we are in a unique position to influence positive change by ensuring our practices benefit not only current generations but also safeguard resources and wellbeing for future generations.

### **2. Purpose and Scope**

This policy defines how Gold Class Healthcare Ltd will integrate sustainability into the recruitment and supply of temporary, contract, and permanent care staff to care homes and related care settings.

It supports our Environmental Policy (No. 1007) and reflects our ethical and professional duty to improve health, wellbeing, and environmental outcomes across the care sector.

### **3. Commitment to Sustainable Recruitment**

We will work collaboratively with clients, candidates, and partners to promote sustainable staffing solutions, guided by the following objectives:

#### **3.1 Ethical and Inclusive Recruitment**

- Ensure fair, transparent, and inclusive hiring practices that promote equal opportunity.
- Support diversity and inclusion across all placements, respecting individuals regardless of race, gender, sexuality, disability, or cultural beliefs.

### **3.2 Local and Responsible Sourcing**

- Prioritise recruitment of local healthcare professionals where possible, reducing travel-related environmental impacts and supporting local economies.
- Deliver tailored solutions that address the specific staffing needs of each care home.

### **3.3 Environmental Responsibility**

- Minimise waste generated through recruitment operations (e.g., paper use, travel emissions, office energy consumption).
- Prioritise digital-first processes (applications, e-signatures, remote interviews) to reduce our carbon footprint.
- Encourage and support sustainable practices among candidates, staff, and partners.

### **3.4 Promoting Safe and Healthy Workplaces**

- Place staff only with care homes that demonstrate high standards of health, safety, and infection control.
- Promote workforce wellbeing and resilience through training, fair treatment, and structured support systems.

### **3.5 Training and Development**

- Provide or facilitate training in safeguarding, infection prevention, health and safety, and other essential skills.
- Encourage continuous professional development to sustain and improve care quality.

### **3.6 Community and Social Impact**

- Support staff involvement in volunteering and community initiatives.
- Assist care homes in building consistent and reliable teams to enhance continuity of care for residents.

### **3.7 Sustainable Travel**

- Encourage the use of public transport, car sharing, cycling, or walking where feasible.
- Minimise unnecessary travel by promoting remote communications and local placements.

### **3.8 Waste Reduction and Recycling**

- Promote recycling and the reduction of single-use plastics across our operations.
- Ensure confidential waste is disposed of responsibly, in line with GDPR and environmental standards.

## **4. Implementation and Accountability**

This policy applies to all employees, contractors, and representatives of Gold Class Healthcare Ltd. We expect our suppliers, partners, and clients to adopt and support similar sustainability standards.

We will:

- Monitor and review performance to drive continuous improvement in sustainability.
- Train all recruitment staff on sustainability principles relevant to their roles.
- Consider sustainability impacts during all client and candidate engagements.

## **5. Policy Review**

This policy will be reviewed annually, or sooner if required by legislative, environmental, or operational changes.

Approved by: Mr Lloyd MAKANIDZANA

Date Approved: 04 December 2022

Reviewed Date: 04 June 2025