



THE PANEL, Sustainability Policy

The Panel Group seeks excellence in every aspect of our business and is committed to building a sustainable business for our employees and sustainable society for our clients and candidates.

Social Sustainability

The Panel is aware of the importance of acting in a responsible and ethical manner in our engagement with customers, employees, and local communities, as it is fundamental to the sustainability of our business. The Panel values the community where we live and work and wants to support and give something back to it.

Workplace CSR

The Panel focuses on continually improving the workplace environment for our employees and demonstrates a commitment to ethical workplace practices. We believe that a positive workplace environment leads to better business performance.

Conditions of Employment: The Panel provides workplace training and career development opportunities to all our staff. We have a clear developmental channel for our employee's career progression. The Panel also arranges sport and social activities throughout the year for our staff.

Work/Life Balance: The Panel endeavours to offer flexible working arrangements to employees and has a transparent rewards practice and bonus scheme. We proactively promote diversity and inclusion in the workplace.

Employee Health & Well-being: The Panel focuses on best practice Human Resource policies through our company's health and safety policies, our strategies for staff well-being and our company strategy on dealing with bullying complaints and workplace harassment.

Employee Communication: The Panel have developed strong communication channels with staff through our weekly meetings and line manager mentoring.

Social Impact

The Panel is a patron of **basis.point** a charity set up and run by professionals in the funds industry to promote participation in education in disadvantaged areas in Ireland. Anne Keys is also an individual patron of basis.point.

The Panel is annual sponsors and patron of the **Calcutta Run**, set up and run by legal professionals to help and support homeless in Ireland.

The Panel is a supporter and patron of the **Early Learning Initiative**, supporting and encourages participation in education in disadvantaged areas in Ireland.



Environmental Sustainability

Legislation & Awareness

The Panel aims to be fully aware of all environmental legislation and ensure that regulatory requirements are met, and where feasible, improved upon. We will do this by informing and motivating all our staff and encourage them to play an active role in the process. Providing training for our staff so that we all work in accordance with this policy and within an environmentally aware culture. The Panel has implemented a training program for its staff to raise awareness of environmental issues and enlist their support in improving the Company's performance in this area.

Waste Management

The Panel manages waste generated from our business operations according to the principles of reduction, re-use, and recycling:

- Actively promote recycling internally and paperless desks.
- All CVs are emailed to clients to reduce use of fax machines and paper.
- Replace all our printer toners and ink jet cartridges with recycled cartridges.
- Manage and dispose of all waste in a responsible manner; we dispose of wastepaper, card, shredded documentation, tin, plastic, and glass via the Recycling Centre in Ringsend.
- We utilise eco –friendly cleaning products for the office.
- Old computer hardware and peripherals are disposed of through a professional hardware disposal company.

Work Environment

The Panel protects the health and safety of our employees and surrounding communities and ecosystems.

- Smoking is banned in all areas of our business.
- All employees have at least one green plant per desk.
- All employees have personal reusable water bottles.

Property Management

The Panel is always improving our buildings. By addressing the issue of energy efficiency in our buildings, we will contribute to the reduction of greenhouse gas emissions in line with national and international agreements.

- We ensure all electrical products are switched off every evening, and non-essential items are switched off during the day, including lighting, printers, mobile chargers etc.
- We utilise eco –friendly cleaning products for the office.

Transport Policies

- We encourage staff to walk to work or to utilise public transport where possible.
- We offer the Bike to Work scheme for all employees.