



## Waste Reduction

Buying and using products makes us responsible for the waste they create. It's now easier than ever to upgrade or replace items at the first sign of damage. Unfortunately, most of the discarded products will end up in landfill when instead they could have been reused, recycled, or composted. By making conscious choices and recycling properly, we help reduce pollution, save resources, and keep our communities, environment, people, and planet healthier for the future.

### 6 R's

Reducing waste to landfill is key to lowering greenhouse gas emissions and our Scope 3 footprint. At PERSOL | Programmed, we use the 6Rs Waste Management Hierarchy, which focuses on: Refuse, Reduce, Reuse, Repair, Recycle, and Rethink. We encourage employees to adopt these approaches in daily operations.



#### What does PERSOL | Programmed recycle?

Each location and/or business unit has different recycling and reuse projects. But across the business we encourage:

- Paper & Cardboard
- Bottles, cans and containers
- Uniforms
- ICT equipment
- Printing Toners, lights, Batteries
- Contract-based materials

#### What YOU can do?

To reduce waste PERSOL | Programmed recommends the following options:

- Buy products only when needed.
- Use reusable drink bottles, coffee cups, and containers.
- Reusable shopping/ veggie/ fruit bags.
- Compost or FOGO (food scraps, green waste).
- Recycle, read the packaging to see what can be recycled.
- Avoid single-use plastics.
- Buy second-hand and donate.
- Dispose of E-waste responsibly.
- Go paperless.

#### Supporting the UN Sustainable Development Goals (SDGs):

PERSOL | Programmed acknowledges waste created through our everyday actions and activities. We strive for action inline with these SDGs:

<https://sdgs.un.org/goals>



For any waste reduction/recycling ideas or initiatives, please email

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