Environmental, social and governance statement

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HIRINGUK LTD is a small UK company running an online job board. This statement says what we do now, in proportion to our size, and does not claim more than we can show. It is reviewed every year.

1. Environmental

- Online first. The business runs online: no fleet, no paper adverts, invoices and contracts sent electronically. Printing is kept to what a customer or the law asks for.
- A light website. The site is built to load fast and small on a phone, with no advertising trackers and no heavy scripts, which also means less data moved for every visit.
- Less travel. Meetings are by phone or video wherever that works as well.
- Suppliers. We use a short list of established hosting, email and payment providers, and prefer suppliers that publish their own environmental commitments.

2. Social

- Pay on every advert. Every advert shows the pay, so nobody spends an evening applying for a job that cannot pay their bills.
- Candidates never pay and their CVs are never sold: an application goes to the employer the candidate chose, and to nobody else.
- One published price list, the same for the business with one advert and the agency with two hundred.
- Free help for jobseekers: a CV builder, a take home pay calculator, guides on rights at work, in plain English, and a worker handbook in 13 languages.
- Community Access: registered charities and community organisations advertise one job at a time free.
- Safe recruitment: adverts are screened for fees charged to workers, discrimination and exploitation, as set out in our modern slavery statement and anti-racism statement.

3. Governance

- Who is responsible. The director is responsible for the business and for every policy published here, with name and company details on every page.
- Written policies on privacy, equality, anti-bribery, modern slavery, complaints and speaking up, each with a version history and a review date.
- Registered and checked. Registered with the Information Commissioner's Office, VAT registered, and employers are checked against Companies House before they publish.
- Plain records. Prices, offers and their dates are published, and changes to our policies are recorded on the page itself.

Questions about this statement: hello@hiringuk.co.uk.