

Environmental Policy

Company Name: Flok Jobs Ltd

Registered Office: 128 City Road, London, United Kingdom, EC1V 2NX

Company Number: 16423436

Policy Date: 1st August 2025

Our Commitment to the Environment

At Flok, we are proud to be a forward-thinking, technology-led business revolutionising hospitality staffing without the carbon footprint that traditional agencies create. As part of being a responsible company, we are committed to minimising our environmental impact in everything we do and helping shape a more sustainable future for our industry.

This policy applies to all Flok team members, students, freelancers and third-party collaborators who undertake work or represent the business.

How We Operate Sustainably

Flok is a fully digital, mobile-first platform that eliminates the need for outdated, carbon-heavy agency operations. We do not:

- Operate fuel-heavy coach trips to and from events
- Transport workers long distances
- Use print-based or paper-based processes

Instead, we:

- Connect businesses and workers locally through tech, reducing travel emissions
- Operate remotely, without physical offices, further lowering our carbon output
- Use cloud-based tools and communications to reduce energy consumption
- Offer a fully paperless, digital experience for our community

Our Environmental Objectives

We are committed to:

- **Achieving net zero operational emissions by 2026**
- **Eliminating unnecessary travel** by using smart geolocation matching to connect local talent to local opportunities
- **Using green-certified cloud and hosting services** wherever possible
- **Minimising digital waste** by auditing and streamlining our technology stack regularly
- **Raising awareness** among Flok's team, collaborators, and users around sustainability and climate-friendly working
- **Avoiding printed collateral** by keeping all marketing, communication, and onboarding digital
- **Partnering only with venues and employers who share our values** and commit to sustainable operations where possible

Carbon Awareness

We understand the impact of scope 1, 2, and 3 carbon emissions and are committed to:

- Minimising our direct emissions (scope 1)
- Choosing green-certified technology and renewable-based platforms (scope 2)
- Reducing the emissions we influence indirectly (scope 3), especially through conscious partnerships and digital operations

Where emissions cannot yet be eliminated, Flok will choose **verified carbon offset schemes** as part of our net zero journey.

Review & Accountability

This Environmental Policy will be reviewed annually and shared publicly on our website.

Key points of accountability:

- Our leadership team oversees implementation of sustainability initiatives
- Progress is reviewed quarterly and published in our **annual environmental update**
- All new Flok contributors, employees, and partners are introduced to our values during onboarding

Let's Work Smarter and Greener

Flok is built by hospitality professionals who understand the industry's challenges and we believe technology can play a vital role in making it more ethical, efficient and environmentally friendly.

We are committed to doing our part and inspiring others to join us.

For any questions about this policy or to share sustainable ideas, contact us at: support@flokjobs.com