

Sustainability Policy

Our Commitment

Tailor Talent Ltd is committed to operating responsibly and minimising our environmental impact. As a boutique recruitment agency, we recognise that even small businesses can make meaningful contributions to environmental sustainability through thoughtful, everyday choices.

Remote-First Operations

- All employees work 100% remotely and flexibly.
- This significantly reduces carbon emissions associated with daily commuting, office energy use, and physical office resources.

Low-Emission Travel

- The company operates one shared company vehicle, used only when meetings cannot reasonably be attended by walking, cycling, or public transport.
- Where possible, meetings with clients and candidates are conducted virtually.
- Employees are encouraged to prioritise public transport, walking, or cycling for in-person meetings.

Paperless Practices

- Tailor Talent operates as a paperless business.
- All documentation, contracts, invoicing, and communication are handled digitally.
- Electronic signatures and cloud-based storage are used to minimise paper and printing.

Energy and Resource Efficiency

- Employees are equipped with energy-efficient equipment in their home offices where possible.
- Devices are switched off when not in use, and equipment is maintained to extend its useful life.
- Digital tools are used efficiently to reduce unnecessary data storage and duplication.

Responsible Procurement

- Where purchasing is required (e.g. technology, software, or office equipment), preference is given to suppliers with strong sustainability or ethical practices.
- Equipment is repaired or reused wherever practical before replacement, promoting longer device lifecycles instead of frequent upgrades

Social & Ethical

- Tailor Talent is a Māori owned business and is a registered supplier with Amotai (an Aotearoa New Zealand-based social enterprise that connects businesses and government buyers with verified Māori and Pasifika-owned suppliers to support sustainable and inclusive procurement).
- Tailor Talent promotes flexible work practices that support wellbeing and work-life balance
- We offer pro-bono guidance and ongoing mentorship to graduates, migrant professionals and women returning to the workforce.

Community & Awareness

Tailor Talent stays informed on sustainability initiatives in New Zealand by subscribing to government updates, participating in local business sustainability networks, attending events and training, and monitoring NZ media and industry reports. This helps us align our practices with national strategies and emerging best practice.

Continuous Improvement

We recognise that sustainability is an ongoing journey. Tailor Talent commits to reviewing this policy periodically and identifying opportunities to further reduce our environmental footprint as the business evolves.