



The HR Crowd

Happier Employees, Better Business

Sustainability Promise: People, Planet, Purpose

Last Reviewed: Sep 2025

Our Promise

We are committed to doing our part in building a future where businesses thrive without costing the earth. For us, sustainability is about small, consistent actions that add up to big change: reducing impact, creating social value, and working with integrity for the long term.

Our Focus Areas

We commit to taking action across three areas of sustainability:

- Environmental responsibility
 - Digital-first approach to reduce paper, printing, and unnecessary travel.
 - Prioritising virtual meetings and only travelling when in-person delivery adds clear value.
 - Where travel is required, using public transport wherever possible and offsetting carbon emissions for mileage through recognised schemes (e.g. Ecologi, Gold Standard).
 - Choosing sustainable suppliers and services wherever possible.
- Social impact
 - Supporting charities and purpose-driven organisations through our consultancy.
 - Volunteering time through programmes such as Help to Grow, offering coaching and mentoring to small businesses.
 - Promoting equity, diversity, and inclusion in all client work to ensure sustainable social change.
- Economic sustainability
 - Running a lean business model that ensures long-term financial health and fair pricing for clients.
 - Partnering flexibly with trusted associates rather than carrying unnecessary overheads.
 - Helping clients build sustainable HR practices that reduce risk and improve employee wellbeing, retention, and productivity.

Everyday Practices

We embed sustainability into our day-to-day work by:

- Minimising waste and energy use in our home office.
- Using cloud-based systems and HR software to cut down on paper-based processes.
- Encouraging clients to adopt greener ways of working (e.g. digital policies, remote-first onboarding).
- Continuing to learn and improve; reviewing our own practices regularly and adopting new ideas that reduce our footprint.

Responsibilities

Everyone working with or representing The HR Crowd is expected to:

- Make conscious choices that reduce waste and unnecessary impact.
- Consider sustainability when making decisions about travel, suppliers, or resources.
- Share ideas for improvement so we can continue to evolve our approach.