

Global Sage Carbon Emission Policy Statement:

Global Sage is committed to making a contribution to addressing the firm's carbon emissions, developing a sustainable business model and setting a plan for carbon removal efforts.

- Global Sage does not work for any “potential polluter” such as coal mining or related company, or automobile manufacturing and related companies which do not have established policy to reduce carbon emissions.
- Global Sage does not work with or for companies related to deforestation.
- Global Sage actively promotes knowledge of global development on carbon emissions control and policy among our colleagues.
- Global Sage whenever possible seeks cooperation with global or local bodies related to governing of carbon credits.
- Global Sage seek opportunities to work for global asset managers who are actively committed to responsible investing around carbon emissions control.
- Global Sage constantly reviews our internal operating procedures to become paperless in our day to day work activities.
- Whenever possible, we seek working opportunities with companies in alternative and renewable energy sectors.

Example of Implementation

- Investment in DocuSign to reduce paper use and limit carbon emission costs related to transferring of physical documents.
- Monitoring and encouraging the limiting of air travel by consultants.
- Virtual meetings now statistically the majority of meetings with clients and candidates.
- Real Estate use conservatively undertaken, with office size kept to operationally effective minimum.
- Our Accounting department is actively seeking tools to process all of our payables online and paperless.

Global Sage Background

Global Sage is an executive search firm with a focus on the global financial services industry. It also covers a range of expertise that spans industry, commerce and real estate. With a 23-year history and operating from thirteen locations around the world, the firm prides itself on combining the best of a boutique, high-touch executive search practice with the global reach and research capabilities typically reserved for very large firms. Led by a small group of partners on three continents, its industry specialists focus on gathering local market intelligence that enables clients to hire optimally. The firm is consistently ranked as a global leader (ranked #1 or #2 by The Sunday Times and AsiaMoney).

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