

Sustainability report

From December 2022 to December 2023

|sr group

thesrgroup.com



Introduction

"I am pleased to reaffirm The SR Group's commitment to the UN Global Compact's Ten Principles in the areas of human rights, labour, the environment and anti-corruption.

This is our second annual sustainability report, outlining our progress in key areas such as environmental management, social impact and good governance. Since our last report, we have not only maintained that progress but launched an exciting new initiative that will have a significant impact on our growth and the opportunities we're creating for our own employees and the communities we serve. You can read more about that project, *Belong 25*, on page 13.

We opened our 16th office this year in Orlando, and launched our fifth brand, Keller West, dedicated to search and recruitment for IT professionals. Like so many of our clients, we're looking at how emerging technologies can enhance our business, and how technology talent plays a critical role in those strategies. We're looking forward to many more conversations with our clients on this topic in 2024.

I'm immensely proud of the commitment of so many of our employees have made to different causes this year, from working with Jobs4Refugees in our German office to supporting the Rev. Bill Crews Foundation in Australia, and our ongoing partnership in the UK with Resurgo, supporting young people to find employment. This report contains a snapshot of some of our highlights, but we look forward to doing more over the next twelve months.



David Buckley
CEO



Sustainability highlights of 2023



We received the results of our first EcoVadis assessment for sustainability, achieving 'Silver' status



We embarked on a new long-term initiative, *Belong 25*, to reinvent our approach to diversity, equity and inclusion



We combined our pledge to support decent work and our environmental commitments through our partnership with the University of Westminster



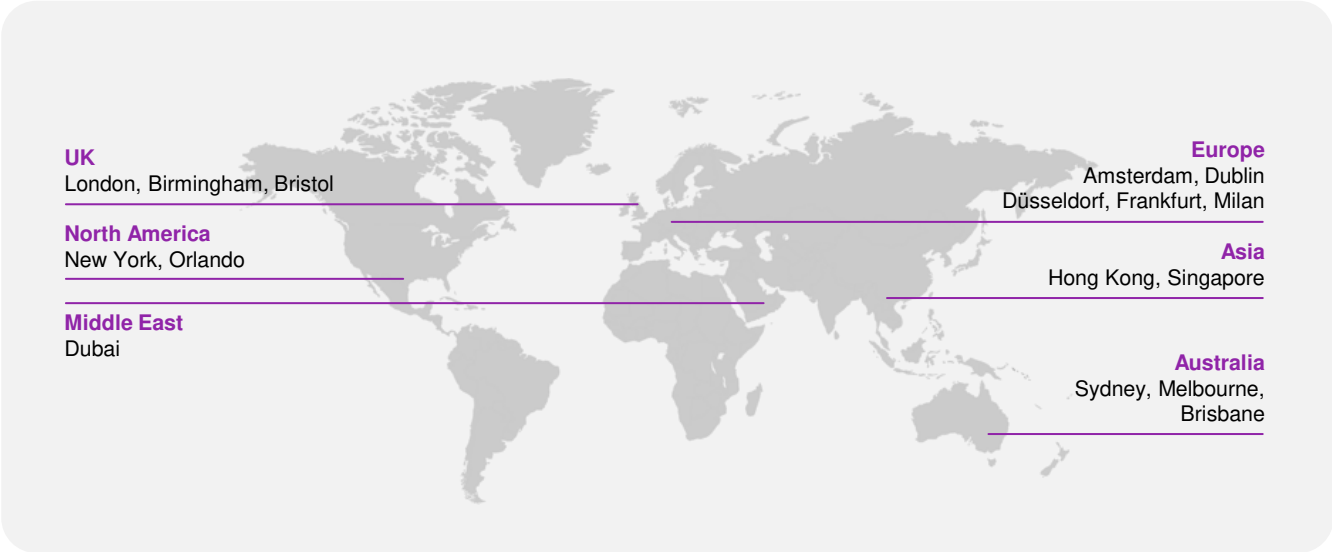
We were shortlisted for Most Sustainable Recruitment Business at the 2023 Recruiter awards

About The SR Group

We are a global search and recruitment company

The SR Group comprises specialist search and recruitment consultancies Brewer Morris, Carter Murray, Frazer Jones, Keller West and Taylor Root. Combined, our brands cover tax, treasury, senior finance, legal, risk, compliance, marketing, IT, sales and HR.

From consumer and technology businesses to law firms, accountancy practices and financial services institutions, we help start-ups to grow, scale-ups to make their mark on the world stage and multinationals to consistently attract the very best talent. We have a vast and connected international presence, offering everyone we work with access to our global reach as well as true local market knowledge. We bring the best experts together to deliver an exceptional service tailored to your needs.



Creating corporate value through talent

We collaborate with clients across regions, coordinating specialists from our different brands, and going deep into market specialisms.

	Under The SR Group banner, we offer global account management, MSP and RPO solutions
	A trusted tax, treasury and senior finance search and recruitment consultancy
	A global search and recruitment consultancy dedicated to marketing and sales
	A global HR executive search and recruitment consultancy
	A global IT specialist search and recruitment consultancy
	A global legal, risk and compliance search and recruitment consultancy

2023 in review: a year of growth and change

2023 was a year of highlights for The SR Group. We continued to build our specialist capabilities in our 15 existing offices, welcoming many new colleagues in the UK, Europe, the US, the Middle East and Asia Pacific. In August, we opened our 16th office in Orlando. September saw the launch of our fifth specialist brand, Keller West, offering search and recruitment services for the IT industry. This was our first brand launch in more than twenty years.

In June we completed a refinancing project which positioned group management as majority shareholders. This allows us to take greater control of our future in terms of growth and development and allows us to better incentivise employees to share in our future successes.



Opening Orlando

Our 16th office opened in Orlando, as we continue to grow our North America footprint.



Expanding our reach

We grew our specialist capabilities in key locations such as Ireland, Australia and the Netherlands.



Launch of Keller West

Our fifth brand, Keller West, launched in Germany in the autumn, specialising in IT recruitment.



Global recruitment solutions







We appointed our first Chief Client Officer, enabling us to grow the range of services we offer.

Our vision is to create a world where the future that employees, candidates and clients aspire to is always within reach.

Our mission is to provide excellence for clients, candidates and employees at every step of their business and career journeys. We enable companies to thrive and employees to develop their careers.

Support for the Sustainable Development Goals

As signatories to the UN Global Compact we are committed to furthering the Sustainable Development Goals (SDGs). In particular, we align ourselves to the following goals:

<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>We promote good health and wellbeing among our employees and offer an Employee Assistance Programme to our colleagues. We are signatories to the Mindful Business Charter, which advocates for respectful communication, protected rest time and mindful delegation. We train Mental Health First Aiders to offer support to all our colleagues and we run events in support of mental health awareness.</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>We have invested in the services of a specialist DEI consultancy to help us build a wide-ranging global strategy for inclusion (see page 13). This will not only enable us to create a more fair and equitable workplace, but also to give more support to our charity partners worldwide, and to our network of candidates and clients.</p>
<p>5 GENDER EQUALITY</p> 	<p>Gender equality is a priority for The SR Group. We promote fair hiring practices and highlight issues related to gender equity throughout the year. We report on our Gender pay gap, and our board reviews our gender split every year to determine whether we are making good progress in respect of gender parity. As part of our Belong 25 project (see page 13) we will implement new initiatives that will support gender equality.</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>We have policies in place to protect human rights in our workplace and supply chains. Our supplier due diligence process ensures our suppliers' comply with human rights legislation. We do not work with suppliers who have been found to violate human rights.</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>This SDG aligns closely with our vision and mission for The SR Group. We provide a collegiate workplace offering all colleagues the opportunity to learn and progress. We work with our clients to place candidates in well suited roles and advise on current market conditions to ensure fair pay for the candidates we place. In addition, we partner with social mobility charity Resurgo to deliver workshops and interview sessions to young people.</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>As signatories to the UN Global Compact we are committed to furthering the Sustainable Development Goals and integrating them into our business. As we develop and grow, we aim to integrate a greater number of SDGs into our environmental social governance (ESG) strategy as we work towards a more sustainable, equitable and inclusive society.</p>

Our adherence to UN Global Compact principles

We are committed to the [Ten Principles](#) and strive to uphold them in our day-to-day business.



Human rights

Principle one:
Businesses should support and respect the protection of internationally proclaimed human rights

Principle two:
Make sure they are not complicit in human rights abuses



Labour

Principle three:
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle four:
The elimination of all forms of forced and compulsory labour

Principle five:
The effective abolition of child labour

Principle six:
The elimination of discrimination in respect of employment and occupation



Environment

Principle seven:
Business should support a precautionary approach to environmental challenges

Principle eight:
Undertake initiatives to promote greater environmental responsibility

Principle nine:
Encourage the development and diffusion of environmentally friendly technologies



Anti-corruption

Principle ten:
Businesses should work against corruption in all its forms, including extortion and bribery

Human rights



Human rights

We have assessed the risk of potential threats to human rights principles and policies in our business. As a specialist in recruitment for professional services, we deem those risks to be low.

All suppliers to The SR Group are expected to meet our high professional standards and ensure compliance with all applicable legislation. We will not work with any supplier who has been found to have been involved in slavery or human trafficking.

Our employees are protected by internal policies, including anti-slavery and human trafficking, formal grievance, code of conduct and whistle-blowing policies, which provide both protection and a voice in challenging malpractice within the group.



Members of our Singapore team at It's Raining Raincoats' giving drive supporting migrant workers

For further details please visit [Slavery and Human Trafficking Statement - The SR Group](#)

Implementation and outcomes

We have good visibility and a close relationship with our global supply chain.

All supplier contracts are reviewed by our Legal team or Contract Review team. We assess and attribute a risk rating to all suppliers. Any supplier identified as medium or high risk will be reviewed and where appropriate, further measures will be put in place.

Our Supplier Due Diligence Checklist helps us to assess our supply chain and our Supplier Code of Conduct communicates our expectations to Suppliers and restates our zero-tolerance approach to slavery.

We will not work with any supplier who has been found to have been involved in slavery or human trafficking.

We issue mandatory training to all employees to help them identify potential incidences of modern slavery.

We conduct right to work and banking checks on all temporary workers and issue formal contracts that help to ensure all interim candidates work in a safe professional environment.



This year, we have had no significant incidents with any of our trading partners



We issue our supply chain code of conduct to all downstream supply chain partners



We have had no reports to our external whistleblower hotline regarding human rights concerns in our supply chain



100% of our employees have completed training in how to identify and raise concerns about suspected incidences of modern slavery

Labour



Labour

We believe that creating a workplace where all employees feel welcome, respected and supported is essential to our future success.

This year, much of our work has been focused on principle six of the UN Global Compact: the elimination of discrimination in respect of employment and occupation.

In addition to reviewing and updating several policies we have launched a global initiative, Belong 25, a project driven and owned by our employees that will form the backbone of diversity, equity and inclusion initiatives at The SR Group.

We have also continued to grow our Trustee Network, and to support charities and non-profits at a local level as part of our commitment to investing in our communities.



The wall of hands at an approved premises centre run by Hestia, supporting victims of domestic abuse. Hestia is one of the charities our employees have supported through volunteering and fundraising this year.

Building an equitable business

Belong 25

Championing equity at work

In order to improve our own employee experience, and to enable us to better support our clients, we have partnered with specialist DEI consultancy, Brook Graham (part of Pinsent Masons) to audit our own procedures and policies, to develop a best-practice methodology for measuring both the diversity and engagement of our own workforce, and to draw a roadmap for new initiatives that will make our business a more equitable place to work.

We spent the second half of 2023 working with Brook Graham to really understand the profile of our business, from auditing our policies and communications, running a series of in-depth focus groups and launching a global demographic and engagement survey. With this rich data, we have designed a roadmap for the next 3-5 years, based around four strategic pillars of inclusion.

Read our CEO's Belong25 statement [here](#)

The four pillars of our inclusion strategy



Culture and Collaboration

From communication to celebrations, we're building a workplace where everyone feels comfortable



Leadership Behaviours

Role modelling inclusivity at every level and building equitable, inclusive pathways for development



Good governance

Reviewing our policies and frameworks and ensuring our decisions are transparent and fair

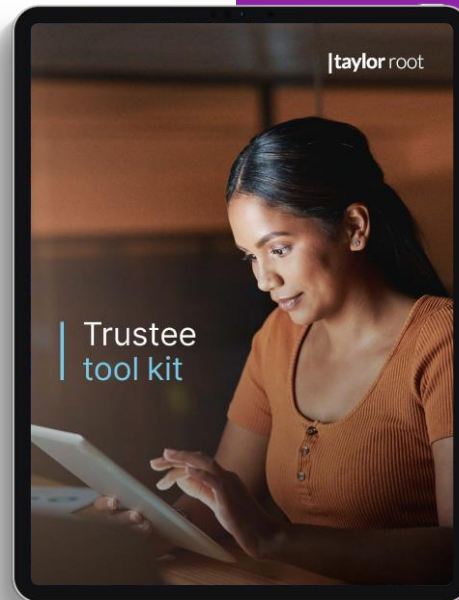


Data and measurement

Creating a method for evaluating our success and identifying how we can continue to improve

The SR Group trustee network

The SR Group's Trustee Network is a pro-bono initiative created to help our networks and communities. We speak to professionals on a daily basis who want to develop themselves personally and professionally. The UK has a thriving third sector/non-profit division and there is a strong demand for individuals in fields such as hr, tax or the legal industry to join organisations in a Trustee capacity. Since we launched in 2022 we have enlisted over 100 professionals to our network, produced a guide on the benefits of trustee positions, and hosted a webinar with Indigo Volunteers.



The collaboration [...] was a game-changer for our Board, injecting vitality and expertise to tackle our upcoming challenges.

In essence, the entire process was not just successful but a genuine delight. The outcomes surpassed my expectations, and I wholeheartedly recommend engaging with these exceptional professionals—they are nothing short of brilliant!”

Trevor Cottam
Chief Executive Officer
The Gingerbread Centre

Social impact

The SR Group's social impact programme is an integral part of our business. It informs the work we do at every level, from the daily business of individual employees to the delivery of our business services.

Over the course of 2023, our teams have supported a range of initiatives that have a positive impact on their local communities.

Our UK headquarters also support Resurgo as our official charity partner. Resurgo offer employment support to young people not in education, employment or training. This year we have conducted three sessions of interview practice and participated in two external panel Q&A events with young people in their 'Spear' programme. We also hosted a company visit for a group of trainees so they could experience a realistic office environment and ask questions about the work we do.



Clockwise from top: our Sydney team supporting the Rev Bill Crews foundation; the London office lunch and learn with the Interlaw Diversity Forum and Albert Kennedy Trust; our Frankfurt team working with Jobs4Refugees.

Environment



Environment

To demonstrate the highest standards of environmental management and practice, we strive not only to comply with all relevant environmental laws but to improve our overall environmental performance.

We have continued to build on the data we collect as part of our carbon footprint measurement and develop our Net Zero action plan.

This year, we sought to extend our collaborations for environmental initiatives, partnering with the University of Westminster's Business School to offer a group of students the opportunity to put their carbon literacy training to practical use, designing a measurement system for our UK business travel, and making a series of recommendations for future carbon reductions. The project was later shortlisted for an AGCAS Award for Sustainability Impact. A short video about the project can be found [here](#).

In February, we co-hosted an online event with Heart of the City, a charity dedicated to supporting SMEs to develop a responsible business strategy. A recording of our 'First steps to net zero' video can be found [here](#).



Carbon reporting

The SR Group first measured its carbon footprint in 2021, taking into account Scope 1, 2, and some Scope 3 emissions including commuting, working from home (WFH), and some supplier spend. Missing from this footprint was accurate data surrounding business travel, waste, and water. It was decided that in order to create a net zero action plan that was achievable and accurate, it would be better for us to remeasure our baseline during a 'normal' year less affected by the Covid-19 pandemic, and with better, more comprehensive measurements.

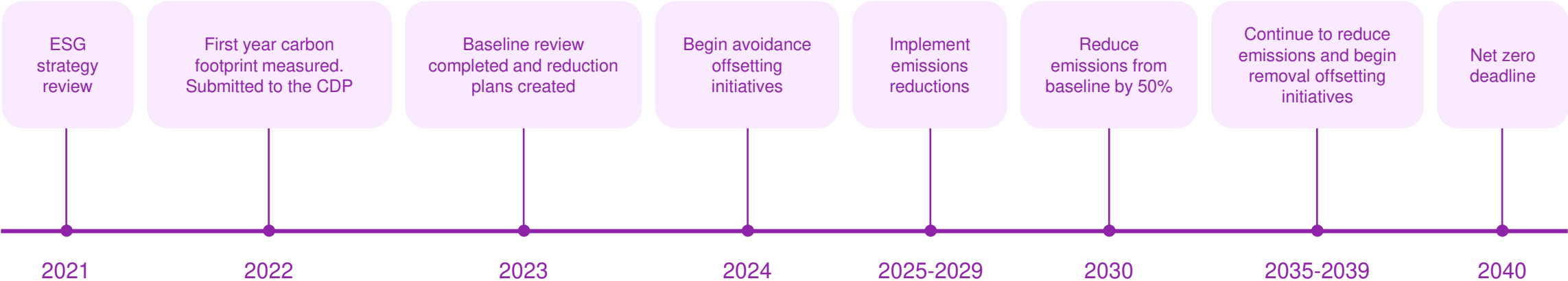
We have now completed our measurements for the year 2022, which has provided us with a larger baseline figure (as expected) that covers more Scope 3 emissions. This baseline figure gives us a much more accurate starting point from which to set reduction targets.

As the timeline on the following page shows, we aim to begin our avoidance offsetting initiatives in 2024. We also intend to increase the number of regions contributing to our carbon reporting.

	Tonnes CO2e
Gas	1
Electricity	8.7
Commuting	64.3
Water usage	1.4495
WFH	79.9
Business travel	21.8
Supplier spend	417.5
Total	594.6

Our net zero pathway

The below timeline for our net zero journey shows the two deadlines needed to achieve net zero as per the Science Based Targets initiative (SBTi). The net zero deadline for the UK is 2050, however we will try to work to the deadline of 2040 set by the City of London, as this is where we are headquartered. Avoidance offsetting will be introduced initially to support our reduction initiatives, and once we have reduced as much as possible we will switch to removal offsetting.



Outcomes for 2023

In addition to recording our baseline measurement we made a number of other improvements to our IT infrastructure and in-office set up to reduce our environmental impact.



We have submitted 2022 measurements to the Carbon Disclosure Project and will begin offsetting initiatives in 2024



Removal of all old IT equipment not compliant with energy efficient requirements. Old laptops refurbished responsibly and donated to our charity partner, Resurgo, or to staff in return for charity donations



Partnership with Envirowaste to dispose of all obsolete IT hardware responsibly



We have established new waste points and from 2024 will be able to weigh our waste at our London headquarters, our largest base of operations.



We replaced all screens in our largest office with energy efficient devices, replacing 3 power units with one at approximately 120 stations. This will be rolled out globally in 2024.



Reduced number of office printers by 50% and implemented a 'follow me' print queue system to further reduce waste

Anti-corruption



Anti-corruption

It is our stated policy to conduct all business in an honest and ethical manner.

We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

We have implemented, and enforce, effective systems to counter bribery and corruption.



Outcomes for 2023

We promote our 'Compliance quarter' initiative proactively to all staff to ensure that individual knowledge reflects best practice and any relevant changes or updates to legislation.

Our whistleblowing policy forms part of our employee handbook, given to all new staff on joining and available to colleagues at all times via our HR system. Our whistleblowing policies were updated in 2023 to reflect new legislation.

We have checks and balances in place for all accounting systems and our annual financial statements are audited independently.

Our policies and protocols are reviewed by the board of directors at regular intervals.



All new employees received induction training including mandatory modules on compliance



100% completion for mandatory compliance training through our compliance quarter in 2022



0 incidences reported to our external whistle blower hotline



0 incidences of suspected corruption or bribery recorded in our gift register



0 incidences of public legal cases regarding corruption



Financial statements audited and published

Follow our progress



Find out more:
thesrgroup.com | esg@thesrgroup.com



World Mental Health day get togethers in our London, Singapore and Amsterdam offices

|sr group

|brewer
morris

|carter
murray

|frazer
jones

|keller
west

|taylor
root