

# | Sustainability report

From December 2023 to December 2024

|sr group

[www.thesrgroup.co.uk](http://www.thesrgroup.co.uk)



# 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 third annual sustainability report, outlining our progress in key areas such as environmental management, social impact and good governance. Over the past twelve months we have continued to build our flagship inclusion programme, *Belong*, introducing new policies to benefit our employees, launching six Employee Resource Groups and working with the InterLaw Diversity Forum to publish our *Inclusive Hiring Toolkit*, a free resource for recruiters and hiring managers alike.

We began the year with a *Move Across the World* challenge, bringing together employees from our 14 offices to raise money for charities of their choice. We are ending the year with a commitment to bring the spirit of that challenge to 2025, coming together to collaborate on initiatives that benefit our colleagues, our clients and our communities."



**David Buckley**  
CEO



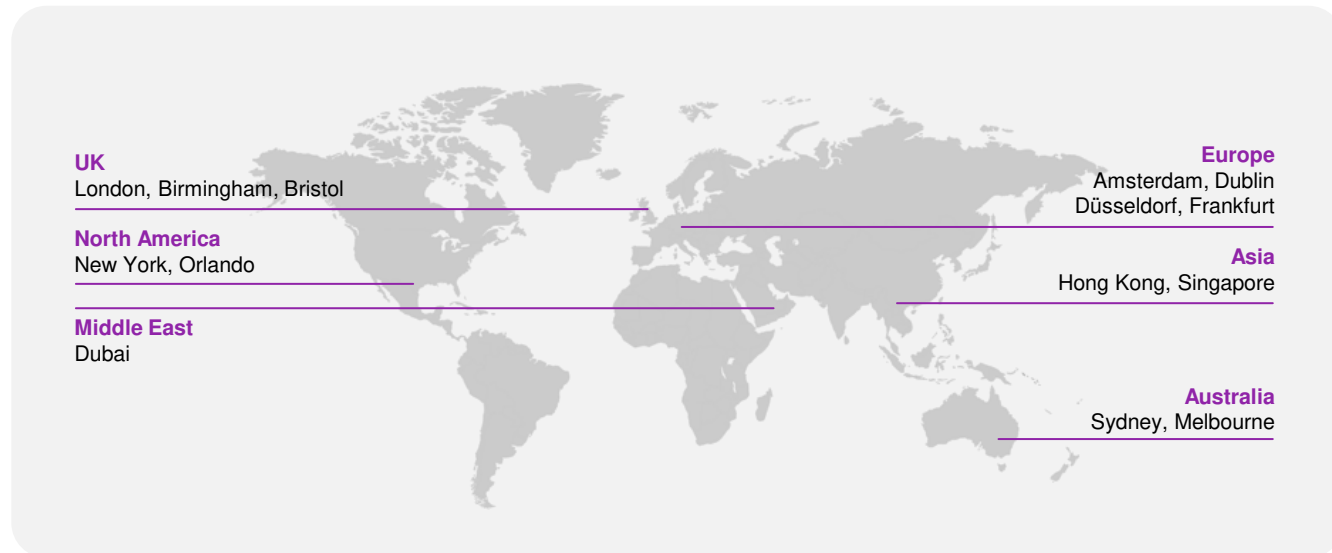
Members of our Partner group at our annual leadership summit in London, September 2024

# 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

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><b>3</b> 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><b>10</b> 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><b>5</b> 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><b>16</b> 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><b>8</b> 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><b>17</b> 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

# 2024 outcomes

Over the last 12 months we have made progress in the following areas:



### Human rights

Updated our Supplier Code of Conduct to reflect our environmental and DEI commitments

100% of employees have completed training in recognising and reporting human rights issues

No significant incidents with any of our supply chain partners

No reports to our independent whistleblowing hotline



### Labour

Launched Employee Resource Groups to further support diversity, equity and inclusion initiatives

Reviewed and renewed our annual leave policies to make them more equitable for employees at all levels

Provided training and development to all employees, including support from external experts on topics related to anti-discrimination



### Environment

Incorporated more data into our carbon footprint reporting and submitted our results to the Carbon Disclosure Project

Invested in reforestation, habitat restoration, carbon avoidance and removal projects as part of our Net Zero strategy

Submitted audited energy data to the UK's Energy Savings and Opportunities Scheme



### Anti-corruption

100% of employees have completed anti-corruption training as part of our annual compliance event

# 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 were proud to contribute to a report by the charity City Harvest on [The Green Advantage: Leveraging Sustainability Reporting for Better Business](#).

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 have made a number of carbon investments as part of our overall Net Zero strategy (see page 10). We intend to continue investing in a portfolio of projects over the next year.

We also submitted our audited energy report to the UK Government's Energy Savings and Opportunities Scheme in 2024 and have already made changes in line with the recommendations of that report. We will submit our action plan to ESOS in 2025.



# 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.

This data represents our 2023 carbon footprint, including expanded collection for our electricity, commuting and supplier spend. It is an increase on our previous year's emissions as we have included more data from our supplier spend, and further scope 2 and 3 data from our Netherlands and German offices, however we have also switched to 100% renewable electricity in our UK headquarters.

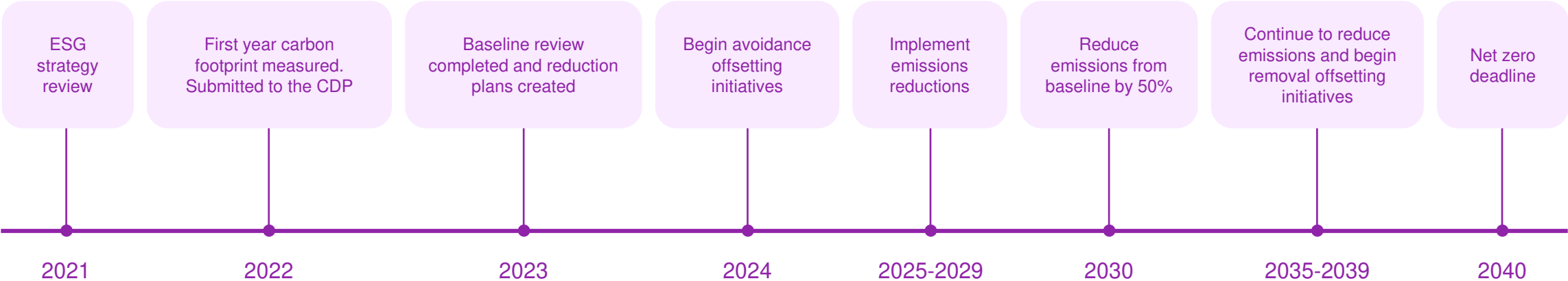
Using Ecologi, we have invested in three global planting projects and restored approximately 140 square metres of wetlands habitat in the UK – the equivalent of our London headquarters. We purchased three tonnes of verified carbon removal and made a larger investment in carbon avoidance projects.

We have supplied data to the Carbon Disclosure Project and we are awaiting results.

	Tonnes CO2e
Gas	1
Electricity	0
Commuting	75
Water usage	1.5
Working From Home	82
Business travel (est)	42
Supplier spend	1946
<b>Total</b>	<b>2147.5</b>

# 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. We began avoidance offsetting in 2024, investing in projects via the Ecologi platform. Our focus for the next stage in our timeline will be to identify and implement emissions reductions across our network of global offices.



# Social



# Social

We believe that creating a workplace where all employees feel welcome, respected and supported is essential to our future success. Not only that, but it is crucial to much of the work we do to support our clients.

As in previous years, we have focused on principle six of the UN Global Compact: the elimination of discrimination in respect of employment and occupation.

Our flagship DEI programme, known internally as *Belong*, has continued to develop since it was launched in 2023. (See following page for details).

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.

Our brands have collaborated with a number of thought leaders, authors, broadcasters and specialist organisations this year, exploring a wide range of diversity, equity and inclusion topics. We were proud to launch our Inclusive Hiring Toolkit this year in association with the Interlaw Diversity Forum.



Members of our Frazer Jones leadership team acting as 'Impact Ambassadors' at How HR Leaders Change the World event in 2024

# Belong

## Championing equity at work

Our flagship DEI programme, Belong, launched in 2023. Supported by specialist DEI consultancy, Brook Graham, the first phase of this project was a full audit of our procedures and policies. From this, we developed a roadmap for new initiatives that will make our business a more equitable place to work.

As a result, we were proud to launch six new Employee Resource Groups this year following consultation with our employee community. Over 25% of our employees are now a member of at least one of these groups and they will play an integral part in the work we hope to do in 2025.

Belong also gave us a new methodology for collecting diversity data from our candidate population. We redesigned our diversity monitoring questionnaire and procedure and, following a pilot in the UK, we will roll this out to our other offices.

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

# Supporting our clients and candidates

We have collaborated on a range of events and initiatives this year, helping our clients to meet their own DEI objectives. Some of the highlights include:

Supporting Step Up, the inclusive internship programme for law students, led by FedEx in the Netherlands

Leading a Q&A session on elevating recruitment standards for neurodiverse people at the Diversity Network's online Inclusion Festival

Hosting 'Winning at Working Parenthood' in our New York office with author and coach Daisy Dowling

Acting as Impact Ambassadors for How HR Leaders Change the World

Teaming up with the Private Equity Legal Forum for a roundtable event on balancing career and parental duties

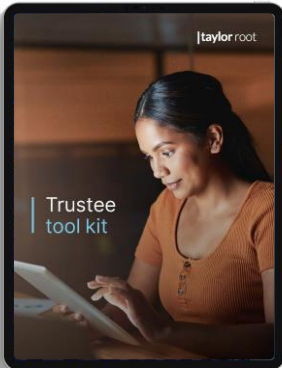


Clockwise, from top left: legal interns participating in Step Up, the inclusive programme for law students led by FedEx, colleagues in our Singapore office celebrating International Women's Day, a free webinar run for clients in collaboration with HR Rewired

# Our Trustee Network

Our Trustee Network is a pro-bono initiative created to help our networks and communities. Run by our two largest brands in the UK, we focus on creating professional community networks that connect likeminded professionals with trustee opportunities, and with each other. Since we launched in 2022, we have enlisted over 420 members, all looking for opportunities to connect with charities or non-profits and donate their time and expertise to valuable causes.

In 2024, we shared over 400 opportunities with our trustee network and hosted several successful events in our UK headquarters.



Our Trustee toolkit is a free resource, available to download from our Taylor Root website. [Click here to access](#)



Taylor Root Trustee Network events in our London Headquarters



# Supporting our communities

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.

We supported a number of local charities in 2024, both through fundraising and volunteering. We also hosted a 'Move Across the World' challenge, a global competition to run, walk, dance, cycle or swim and donate to a charity of the individual's choosing. Just over a quarter of all employees took part, raising money for causes with a personal connection.

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 sessions of interview practice and participated in external panel Q&A events with young people in their 'Spear' programme.



The SR Group Singapore team with The Food Bank Singapore, packing and distributing food packs at Thye Hua Kwan Moral Charities Active Ageing Centre (THK AAC) in Kaki Bukit.

# Governance



# Governance

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.

This year, we have also updated our mandatory training to include guidelines on the ethical use of AI in our day-to-day business. This training includes information on ways to reduce bias, the management of personal data, and the importance of human intervention in the use of AI tools.



# Outcomes for 2024

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 month in 2024



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



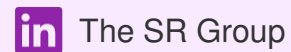
Financial statements audited and published

# Follow our progress



Find out more:

[thesrgroup.com](https://thesrgroup.com) | [esg@thesrgroup.com](mailto:esg@thesrgroup.com)



Clockwise from left: guests at a co-hosted event with the Private Equity Legal Forum discussing careers and parenting, The SR Group's London run club, colleagues in Hong Kong volunteering at [Food Angel](#), a food rescue and assistance programme serving local communities

|sr group

|brewer  
morris

|carter  
murray

|frazer  
jones

|keller  
west

|taylor  
root