



B Corp Impact Report *2024*



Our vision

We are building the **world's**
most trusted marketing &
commercial headhunters



Executive
Marketing Recruitment.

Our mission

A word from our Managing Director

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Our mission

tml Partners is a global executive search firm specialising in senior marketing, communications and commercial recruitment. Founded in 2015, our mission is to build the world's most trusted marketing & commercial headhunters, by being the most advocated, most innovative and fastest growing independent specialist marketing headhunter in our chosen markets.

Delighting one client at a time, tml Partners aims to be the recruitment brand of choice thereby creating growth and opportunity for all of our customers, colleagues and community.

*For us,
reputation is
everything.*

tml Partners is a business with purpose

In 2020, we launched The Tomorrow Foundation which has a major focus on improving social mobility and creating fairer futures. We dedicate 5% of our employees' time to pro-bono and charitable work.

In June 2022, we proudly became [B Corp certified](#), and one of the first executive search firms globally to reach this milestone.



A word from our Managing Director

“Throughout 2023/24, we have continued to set ourselves ambitious targets across environmental, social, and governance areas, underpinning our vision to become the World’s Most Trusted Marketing & Commercial Headhunters.

We have invested further in supporting our people, our customers, and the community, and are pleased to share our latest progress in this 2024 Impact Report, alongside key areas for ongoing improvement.

This year, we have worked closely with our clients to prioritise Diversity, Equity, and Inclusion (DE&I) in their hiring and business strategies. We were honoured to be recognised as a finalist for the [DE&I Champion of the Year Award](#) at the Lloyds British Business Excellence Awards 2024.

In a significant step for the UK marketing and corporate affairs industry, tml Partners launched a major [anonymised diversity survey](#), providing insights into representation across protected characteristics, including ethnicity and gender, and encouraging more organisations to commit to positive action.

We also launched the second edition of [The CMO Report](#), which continues to raise awareness of diversity across the global marketing and communications industry.

At tml Partners, every team member embraces our mission with enthusiasm. We have been inspired by the creation of innovative ideas and the formalisation of best practices across our business. In our 2024 internal engagement survey, over 90% of our team reaffirmed their commitment to tml’s B Corp mission, highlighting the importance of making a positive impact on a personal level.

At the beginning of this year, we were thrilled to be included in [The Recruiter’s HOT 100 list](#) at the Investing in Talent awards.



A word from our Managing Director

Since its launch in 2020, The Tomorrow Foundation has entered its fourth year of impactful work, with a steadfast commitment to dedicating 5% of our team's time to pro-bono and charitable activities. Over the past year, we have nearly doubled our pro-bono hours, delivering weekly coaching workshops for apprentices through Resurgo and City Gateway. We also surpassed our ambitious fundraising target, enabling the construction of a new water facility in Bomet County, Kenya, in partnership with international development charity Dig Deep.

Our commitment to reducing our environmental impact and improving our environmental performance remains integral to our business strategy. Through our environmental stewardship programmes, we support employees in adopting sustainable practices in their home offices and have championed the creation of the Fleet Street Environment Group in central London, encouraging others to transition to low-carbon practices and reduce emissions.

At the time of this report, we have successfully reduced our greenhouse gas (GHG) emissions per employee, planted over 4,500 trees, and prevented more than 260 tCO₂e from being emitted through 33 verified carbon avoidance projects—achieving over five times our own GHG emissions in carbon savings.

Of course, this is a continuous journey. Gaining B Corp certification is not a one-time achievement.

Looking ahead to our 2025 recertification, we are focused on building a track record of continuous improvement and best practice.

As a certified B Corp, we are held legally accountable to consider the impact of our decisions on workers, customers, suppliers, communities, and the environment.

We hope this report serves as inspiration, provides ideas, and prompts discussion for other purpose-led businesses committed to driving change."

Charlie

Charlie Green
Managing Director



Based on the B Impact assessment, we earned an overall score of 95.0.

The median score for ordinary businesses who complete the same assessment is 50.9.

About us

tmI is an acronym for Tomorrow's Marketing Leaders. Our shared vision is "to build the world's most trusted marketing & commercial headhunters".

Our shared values are deeply embedded in our culture:

- Delight people with exceptional service
- Relentless self-improvement
- Compete to win
- Business won't be boring

Why tmI was founded



Our group



We are a market leader in marketing executive search. tmI Partners have access to a global network of the world's best marketing talent and are trusted by many of the world's leading brands and the most purpose led organisations.

Visit tmipartners.com



Growth Partners is a flexible resourcing platform with global capabilities. Connecting the very best marketing consultants with world-leading organisations, we offer the full range of flexible resourcing leadership solutions.

Visit growthpartners.org



Together, all our colleagues are committed to making a positive social impact on tomorrow's world. The Tomorrow Foundation has a major focus on improving social mobility, creating fairer futures and creating meaningful impact on the community.

Visit thetomorrowfoundation.org

We focus our B Corp and ESG strategy on five pillars

Our People



Score:
36.7

Customers



Score:
5

Community



Score:
19.4

Environment



Score:
13.5

Governance



Score:
20.3

Pillar One - Our People Score: 36.7

This section focuses on being a good place to work. It covers financial security, health and safety, wellness, career development, and engagement and satisfaction.

Building on our recognition in The Sunday Times Best Places to Work 2023, we have continued to prioritise being a people-centric business in 2024, with employee satisfaction and engagement remaining central to our values.

At the beginning of 2024, we were thrilled to be included in The Recruiter's HOT 100 list at the Investing in Talent awards.

We work tirelessly to foster a diverse and inclusive culture, with a strong sense of purpose and belonging at the heart of everything we do.

Throughout 2023/24, we have invested in headcount growth and progression opportunities, with over 20% of our team receiving internal promotions. Our gender diversity across the business stands at 55% female and 45% male, with a 50:50 gender split within our management team.

Life at tmi



What our people say

"tmi Partners genuinely cares about your growth, both professionally and personally. I have now worked for the business for over four years, through some really challenging times and I cannot find a bad thing to say about them. They have a great track record of working with prestigious companies, and offering employees the opportunity to work on exciting and challenging projects that keep the team motivated and engaged.."

- Emma Calder, Principal Consultant

"I have loved my time working at tmi Partners. Everyone here wants you to succeed and do well, and to see the company do well. The team are really welcoming and friendly and there is a good balance of hard work and fun. Although it is a sales role, you rarely feel that 'hitting your target' pressure, and constantly have support around you to be the best you can be."

- Izzy Huddart, Senior Consultant

[Visit our 'Join Us' page](#)



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tmi Partners Impact Report 2024

Support & Development

We're continually looking at how we can improve our employee benefits and wellbeing strategy. Throughout 2024, we have continued to invest in our wellbeing promise called tmWell, which provides information and support in the following areas:

Financial Security; Health, Wellness & Safety; Career Development; Engagement & Satisfaction; and Giving Back.

This wellbeing promise provides insight into our offerings of free mortgage guidance, on-site gym and fitness challenges, a personal development budget, our annual engagement survey and The Tomorrow Foundation, amongst many other initiatives.



Our investments in our People strategy are underpinned by our shared value of **Relentless Self Improvement**, and we have further development our learning and development strategy with the following:

- The tml Way: an onboarding programme introducing the purpose and values of tm Partners, and what that means in the day-to-day operations.
- DEI training: our consultants are kept up to speed on how to approach not only our clients diverse workforces, but also our own.
- Company-wide personal development sessions to boost confidence, team morale and sales abilities.
- Regular lunch & learn sessions on a variety of topics, such as business development, marketing, interim placements, and stellar customer service.
- The tml competency framework to highlight the key competencies, habits and behaviours that are required at each level within our business, from Associate Consultant to Partner.
- tmlWorld: Our all company annual strategy away day, when we can all get out of the office to discuss all things tml to reset, refocus, realign and recharge!

We have also developed additional learning and development opportunities in the form of 'tml Enhance', a series of masterclasses to stretch our consultants to become experts in executive search, gain stellar knowledge on EDI in executive search, and business development and sales strategy planning. Finally, 'tml Leadership' is bespoke for senior individuals and includes a 6 month management training programme, executive coaching, HR training and enhanced managerial training to become a senior leader in the team.



Our progress so far

Engagement & Satisfaction 7.9 out of 10

Commitment:

- Continue to invest in our wellbeing strategy to maintain 90%+ employee satisfaction score in our annual engagement surveys
- Maintain a programme for continuous improvement

Status:

- 90% satisfaction in our engagement survey May 2024
- Established our tml Wellbeing Committee to develop a clear roadmap for our annual wellbeing calendar.

Career Development 6.5 out of 8

Commitment:

- Continue to invest in our learning and development programmes, to maintain internal employee promotions above 15%+
- Further develop our competency frameworks for tml Core, tml Enhance and Pathway to Partnership
- By 2025/26, we hope to have formalised a programme for internship and apprenticeship opportunities with our educational community partners, to create work experience and future employment opportunities here at tml Partners.

Status:

- Over 20% of our team received an internal promotion in the last 12 months.
- New enhanced competency frameworks successfully rolled out and are being embedded in our career development programmes
- We have established trusted relationships with our community partners, Resurgo, City Gateway and 20/20 Levels, and we are reviewing our future capacity to hire interns and apprentices within the team
- Successfully partnered with 20/20 Levels for our 2024 entry level hiring programmes.

Financial Security 12.1 out of 20

Commitment:

- Ensure Financial Security remains a key pillar of our tmWell promise, and to provide industry leading salary and reward packages to our team
- Maintaining target for 100% of all staff to receive a monetary bonus each year.
- Conduct a strategic review of our workplace pension arrangements to provide our people with a wider choice of options for Socially Responsible Investing, and to take advantage of Salary Sacrifice programmes.

Status:

- 100% of all team members continued to receive a monetary bonus over the last 12 months
- Pension review completed, and successful roll out with new provider.

Health, Wellness & Safety 6 out of 12

Commitment:

- Continue to invest in our flexible agile culture which embraces a home working with a 'best-in-class' office environment.
- Set up our tml Wellbeing Committee to deliver half year reviews of our tmWell initiatives and deliver an annual programme for wellbeing.

Status:

- Delivered a comprehensive review of our benefits provider and moved to a new Benefits Platform Provider in Q4 2023
- Launched new employee benefits including Stella menopause clinic, Nudge financial companion.
- Supported employee sabbaticals in recognition of loyal service, and rewarding individuals with dedicated time away from work.

Pillar Two - Customers

Score:

5

This section evaluates a company's stewardship of its clients through the quality of its products and services, ethical marketing practices, data privacy and security measures, and effective feedback channels. It also examines how we serve underserved customers and clients, as well as the services we offer to enhance the social impact of other businesses and organisations.

At tml Partners, our core company value is Delighting with exceptional service. We take immense pride in our customer feedback, as evidenced by the [285+ 5-star reviews](#) generously shared by our clients. This reflects the care and dedication we bring to our work, and it is something we are extremely proud of.

We are continually investing in our Diversity, Equity, and Inclusion (DEI) commitments to provide our clients with a best-in-class approach to fostering inclusive leadership within executive search.

In 2024, tml Partners conducted a groundbreaking anonymised diversity survey into the UK marketing industry—the first of its kind to provide key insights into representation across all protected characteristics, in addition to ethnicity and gender. This initiative has raised awareness across our industry and, combined with our bespoke solutions for executive search and Diversity Intelligence Reporting, is enabling more organisations to commit to positive action.

This year, we were proud to bring the industry together for the second edition of The CMO Report, offering a fresh perspective on the evolving role of marketing leadership. The report provides valuable insights into how AI, diversity, and responsible growth are shaping the marketing landscape, as well as how marketing leaders are addressing today's opportunities and challenges.

As part of our ongoing commitment to purpose-driven work, we offer fee discounts to our charity, not-for-profit, and fellow B Corp clients, while maintaining the same exceptional level of service we deliver to all our clients.

Through our Community Charter and the work of The Tomorrow Foundation, we support clients in hiring apprentices and entry-level talent through our network of Community Education Partners, including Resurgo, City Gateway, and 20/20 Levels, helping to create opportunities for the next generation.



The CMO Report

The CMO Report, tmI Partners' video-led report seeks insights from marketing and communications leaders from global organisations. Participants discuss DE&I in the industry, the skills they believe the next generation will require, and the challenges and opportunities they are facing in their day-to-day.

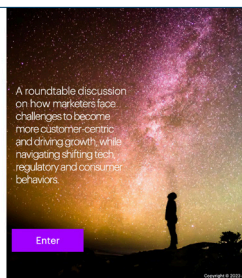


Diversity Intelligence



Roundtables & Events

We regularly host exclusive roundtable events with marketing and communications leaders from various industries, providing a setting for them to debate amongst peers regarding a variety of topics. These discussions are pivotal in the creation of industry leading content.





What our customers say

"I was delighted with both the outcome and conduct of the CMO recruitment with tml Partners as our resourcing partner. From a process perspective, it was a very time efficient and we were left with three outstanding candidates at offer stage who could all of delivered against the brief. Ultimately, we chose Mark as we had confidence in him both through the interview process but also through the thoroughness of the referencing that tml secured on our behalf. tml have been excellent partners."

- Jon Jenkins, CEO, Hovis

"We had an excellent experience working with Tom and Charlie at tml Partners to appoint our new Group Marketing and Communications Director. Their expertise across corporate affairs, marketing and other executive appointments made tml Partners an ideal choice. The knowledge that Tom and tml Partners had across the marketing and communications ecosystem was invaluable, and they invested the time in understanding our company's culture, values, and growth goals, which allowed them to deliver a shortlist of highly qualified candidates with remarkable speed. Tom and Charlie's consultative approach and consistent communication kept us informed and assured throughout the search process. Thanks to their network and headhunting approach, we found the ideal candidate to lead our marketing and communications strategy. We look forward to future partnerships with the team at tml Partners for strategic hires across the marketing and communications function."

- Eleanor Ford, Head of HR, SEGRO Plc

Our progress so far

Impact Area	Commitment	Status
Customer Stewardship 5 out of 5	<ul style="list-style-type: none"> Continue to delight our clients with exceptional service to become the most trusted and most advocated marketing & commercial headhunters Regularly monitor customer satisfaction and maintain a Five Star Google Review rating Continue to act upon customer feedback as part of our investments in Relentless Self Improvement We are committed to being the diverse and inclusive recruitment partner for Marketing and Commercial professionals We are committed to removing systemic barriers for diverse and underrepresented talent 	<ul style="list-style-type: none"> Successfully received over 285 Five Star Google reviews 2025 - Develop a Net-Promoter Score action plan to develop further ways of improving customer experience Successfully established a bespoke framework for DEI in executive search, including Diversity Intelligence Reporting Launched the second edition of The CMO Report to help shape best practice across our industry Continued to invest in our digital capabilities, and ensure our website is fully enabled with Customer Accessibility Tools



Pillar Three - Community Score: 19.4

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management.

Creating a positive community impact is core to our overarching mission at tml Partners. Through The Tomorrow Foundation we have created a Community Charter from we commit to the following:

- To dedicate 5% of our time and resources to civic engagement, pro-bono and charitable projects;
- To develop diverse, equitable and inclusive work environments for our business, our clients, our suppliers and partners;
- To promote our partnership independent suppliers and make local purchasing decisions.

The Tomorrow Foundation



Our Community Partners



City Gateway are a charity that exists to give everyone the equal chance to change the future. They work with young people and vulnerable women who are not in education, employment or training (NEET). They provide skills development courses, work-based training, placements and apprenticeships.

“Since 2020, tml Partners have provided tremendous support to our learners and coaching teams at City Gateway. Over the past two years, we’ve been thrilled to establish a weekly volunteering programme, offering mock interviews, LinkedIn masterclasses, and career workshops.

Looking ahead to 2025, we’re excited to see the team at tml take a leading role in our flagship Business Mentor Programme. Through the work of the Tomorrow Foundation, tml continues to make an immeasurable difference to our young people—one flash of inspiration can ignite a rewarding future.

Throughout 2024, we’ve continued to experience the tangible positive impact of this work, with learners securing new apprenticeships and employment opportunities. Thank you to tml for your time, ongoing commitment, and genuine enthusiasm to make a positive impact.”

- Mark Pike, Head of Education and Inclusion at City Gateway



Resurgo is an organisation that connects, envisions, trains and supports people to ‘transform society together’ through high impact and scalable enterprises. Their initiatives include the Spear Programme which ‘ignites a vision of the possible’ in unemployed 16- 24 year olds.

“2024 has been another impactful year for Resurgo and our strong partnership with tml Partners and The Tomorrow Foundation. Over the past four years, this collaboration has provided invaluable financial sponsorship, alongside volunteering and pro bono support for our Spear Programme. The team has been instrumental in delivering mock interviews, career panel sessions, and LinkedIn masterclass training to over 50 Spear trainees in 2024.

As we expand the Resurgo network and launch new centres across the UK, the team at tml continue to play a key role in connecting us with business leaders nationwide. A heartfelt thank you to everyone at tml—it’s inspiring to see an organisation so committed to transforming society while demonstrating how such generosity can benefit all involved.”

- Harry Campbell-Meakins, Corporate Partnerships Manager, Resurgo

Our Community Partners



tmi Partners and Dig Deep: Transforming Lives through Clean Water

In 2023/24, tmi Partners, through The Tomorrow Foundation, formed a transformative partnership with **Dig Deep**, a charity committed to improving access to clean water and sanitation in Kenya's Bomet County.

To support Dig Deep's impactful mission, the tmi Partners team participated in significant fundraising challenges, including the **London 10 Peaks Marathon**, successfully raising over **£8,000**. These funds were channeled directly into the **Sugutek Spring Protection Project**, completed in 2024, resulting in:

- **Reliable Clean Water for 1,000 People:** The project has provided a dependable water source, reducing waterborne diseases and enhancing overall community health.
- **Support for Schools:** Both primary and secondary schools in the area now benefit from safe drinking water, promoting a healthier and more supportive learning environment.

About Dig Deep

Dig Deep is dedicated to achieving UN Sustainable Development Goal 6, which focuses on universal access to clean water, safe toilets, and hygiene. Their work is built on two pillars:

- **Practical, Immediate Solutions:** Creating scalable blueprints for water and sanitation services.
- **Long-term Partnerships:** Collaborating with local systems to ensure sustainable, lasting improvements for future generations.

For more information about Dig Deep and their mission, visit [Dig Deep's website](#).



Our Community Partners

Supply Chain Management

As part of our Community Charter and annual supplier assessments, we have continued to screen our significant suppliers for social and environmental impact. Our B Corp journey has also allowed us to engage with our core suppliers to embrace the highest standards held by B Corp. We are delighted that many of our key suppliers are now embarking on their own B.Corp assessment journeys.

“As a key supplier to tml Partners for a number of years, we have seen first hand the positive impact tml has made with their clients, their team members and with the investments into the community. tml prides itself in engaging with independent local suppliers, building lasting partnerships, and inspires best practice for ESG across their supply chain. For instance, tml’s journey to become B Corp certified illuminated this path for ourselves here at Aristar Consulting, and we were delighted to reach our own certification earlier this year.”

- Paul Glynn, Managing Director, Aristar Financial Consulting



Our progress so far

Civic Engagement & Giving 3.7 out of 12

Commitment:

- To pledge 5% of our employees time to pro-bono, charity and community projects
- Commit to support City Gateway & Resurgo learners gain access to employment opportunities
- Establish an employee selected fundraising partnership with Dig Deep, to transform access to WASH services for the residents of Bomet County, Kenya.

Status:

- 100% of all employees took paid time off for volunteer service in the last 12 months
- We further invested in our Community Partners to enable our volunteer and pro-bono opportunities, with many team members nearing our 5% pledge
- We successfully raise over £8,000 for Dig Deep, enough to fund the Sugutek Spring Protection Project and provide reliable Clean Water for over 1,000 People
- Our team members have personally supported organisations including: [FoodCycle](#), [Euston FoodBank](#), [Bow Food Bank](#), and [The Newbridge Foundation](#).

Diversity, Equity & Inclusion 5.8 out of 15

Commitment:

- To develop diverse, equitable and inclusive work environments for our business, our clients, our suppliers and partners.

Status:

- We are pleased to share that 50% of our management team are female.
- We launched The CMO Report and developed bespoke solutions for Diversity Intelligence in executive search, to raise awareness and support our clients and community with their diversity goals

Economic Impact 7.5 out of 15

Commitment:

- Maintain 60% focus on local supplier spend and inspire ESG best practice across our supply chain
- Continue to invest in the growth of our business and creation of new employment opportunities for our people. Target 15%+

Status:

- Three of our suppliers are at the latter stages of their B Corp assessments, and we are delighted our finance partners, Aristar Consulting recently became B Corp certified.



Pillar Four - Environment

Score:
13.5

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity.

We recognise that we have a responsibility to the environment beyond legal and regulatory requirements.

We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same. To make a lasting transition to a low carbon, or even a carbon positive economy, we agree that the first three types of climate action hold the most promise.

Our primary goal is to the following:

Reduce Directly

- To eliminate or reduce our consumption of inputs that cause emissions by using fewer inputs or using them more efficiently.
- We have set targets to reduce our electricity and water consumption, to improve our recycling.
- We will ensure 100% of our office electricity supply continues to come from renewable sources.
- We have established policies for Environmental Stewardship for our employees and their home offices, and monitor and promote improvements via our partnership with Giki Zero.



These climate actions occur within our business (our “four walls”) and directly reduce scope 1 and 2 GHG emissions.

Reduce Indirectly

- Purchasing and using inputs that emitted few, or fewer, emissions in the course of their production (low carbon fuels).
- We encourage our suppliers to eliminate or reduce their consumption, and monitor this commitment within our annual supplier engagement survey.
- These climate actions occur outside of our business (our “four walls”) and can indirectly reduce our scope 1, 2, or 3 emissions.

Reduce Broadly

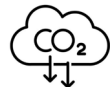
- Creating change that causes “reducing indirectly” (above) to be possible.
- We have championed the creation of a Fleet Street Environment Group at 160 Fleet Street. Through our efforts, we hope to encourage our neighbouring tenants at 160 Fleet Street to transition to low carbon practices and reduces their emissions.



Our targets



Renewable Energy Source:
Maintain 100%



GHG Emissions per employee::
Target less than 1 tCO2



Hazardous Waste Elimination:
Maintain 100%



Waste Recycling:
Target 80%



In addition to our ongoing commitments to reduce our environmental impact, we also recognise in the near term, that Balancing – or buying verified emission reduction credits – has a role to play.

We have therefore purchased certified carbon credits to offset 100% of our GHG emissions via Ecologi.

[See the latest climate projects tml Partners have supported here](#)



100+ tonnes of
CO2e avoided



3 years of
climate action



3,000+
trees funded

Protect Earth

In 2023 and 2024, tml Partners formed a volunteering partnership with [Protect Earth](#). The team have now successfully planted over 1450 trees in the Surrey countryside. In addition to our ongoing partnership with Ecologi to support reforestation and climate change projects around the world, it was amazing to get some direct 'in the ground' experience.



Engaging our Clients in Environmental Stewardship

In addition to tmi's own impact investments in both reforestation and climate change projects, we also continue to invest in planting a tree on behalf of our clients and placed candidates. Together with our Clients, so far we have invested in over 3200 trees and supported the prevention of 266.07 tCO₂e from being emitted - via 33 verified carbon avoidance projects.

These combined investments in carbon prevention is equivalent to the annual energy consumption of 125 UK homes, or over 2000 short-haul flights

"As a client partner of tmi Partners, we are delighted by tmi's investment in planting trees on behalf of Alchemy and newly appointed team members. tmi's commitment to environmental stewardship aligns seamlessly with our core dedication to sustainability and the circular economy, as reflected in our ongoing efforts to create environmentally responsible solutions. Their B Corp credentials and proactive approach to reducing environmental impact resonate deeply with our values, underscoring the importance of shared action in driving a sustainable future."

- Stephen Wise, Marketing Director, Alchemy Global Solutions



Our progress so far

Environmental Management Air & Climate, Water, Land & Life 13.3 out of 20

Commitment:

- To reduce our GHG emissions via our employee stewardship programmes, to achieve our long term sustainable goal of less than 1 tonne per person.
- Commitment to 100% carbon offset via our partnership with Ecology.
- To launch a new employee benefit with Octopus Electric Vehicles alongside our successful Bike2Work, to further reduce the impact of travel
- To deliver a building wide recycling target of 80% via our partnership with the Fleet Street Environmental Group.

Status:

- We have successfully reduced our GHG emissions per employee by 3% to 1.02 tCO₂, and are nearing our "Sub 1" target.
- With Ecology we have supported the prevention of over 260 tCO₂e from being emitted through 33 verified carbon avoidance projects - This is over 5x our own GHG emissions.
- Successfully onboarded our first employee with Octopus EV
- We have made strong progress engaging neighbouring Workspace tenants, however, there is more to do in 2024 to reach our 80% target.

Pillar Five - Governance

Score: 20.3

Governance evaluates a company's overall mission and engagement around its social and environmental impact, ethics, and transparency. This section also evaluates the ability of a company to protect their mission and formally consider stakeholders in decision making through their corporate structure.

Mission & Engagement, Ethics - **4.7** out of 6
Ethics and Transparency - **5.5** out of 9

Our Commitment and Progress

As we continue to grow tml Partners, increase our headcount and launch new services into new markets, it has been fundamental to ensure we continue to treat our social and environmental impact as a primary measure of our success, and continue to prioritise it even in cases where it may not drive profitability.

As part of our B Corp mission a critical learning for us has been to bring the whole company on that ESG journey together to fundamentally integrate ESG into our DNA and therefore our growth strategy. As such, we have embedded our ESG mission into all corners of our business, from our onboarding programme "The tml Way" through to our annual strategy retreat "tmlWorld".

We are proud that our Articles of Association legally commit tml Partners and our Directors to the following five business principles:

1. Have a purpose which delivers long term sustainable performance;
2. Be honest and fair with clients, candidates, and suppliers;
3. Be a responsible and responsive employer;
4. Be a good citizen;
5. Be a guardian for future generations.

To formally review, monitor and target our progress across all Impact Pillars listed above, our Board of Directors assess progress every quarter.

To support the continued development of our board governance and future growth strategies, we were delighted to welcome Annabal Venner as a Non-Executive Director. Annabel is an award-winning Global Marketing Leader with more than 20 years of experience supporting purpose led organisations from the FTSE 100 to high growth SMEs.

All five impact areas now have a dedicated committee (made up of our team members and led by a Director) who meet quarterly to focus on implementation and improvement strategies.

tml Partners are long standing members of our trade association APSCo and are now planning to work with them to educate and influence our broader industry about the B Corp movement.

In addition to this Impact Report, further information about our ESG approach can also be read at [this link](#).



UN Sustainable Development Goals

We recognise our role to help accelerate business action on the Sustainable Development Goals (SDGs) to drive real change by 2030.

We have identified three core goals for tml Partners to support, and we commit to integrate these into our core strategy utilising the SDG Impact Manager.

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. We will each commit 5% of our time to pro bono schemes, partnering with City Gateway and Resurgo to drive our commitment to education of NEET individuals and unemployed 16-24 year olds

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls.

We will consistently track and share our commitment to diverse shortlists. Giving equal opportunities to men and women, empowering women in their career journey.

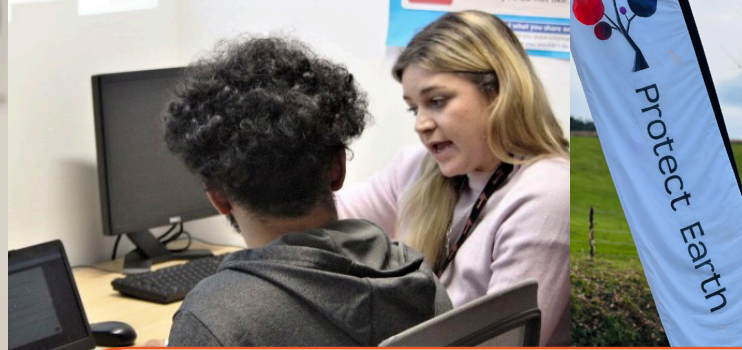
8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full productive employment and decent work for all.

tml Partners are committed to focusing on improving social mobility and creating fairer futures through The Tomorrow Foundation. We will fund individuals through the SPEAR Programme and aid in the placement of apprenticeships.





Thank You

Thank you to each and every one of our amazing team, clients and community partners, for helping tml Partners to realise our B Corp mission and overall vision to become the world's most trusted marketing headhunters.

We're proud of how far we've come on our B Corp journey, and we've got a clear plan for how we'll continually improve.

We hope you found this report helpful and insightful. Do get in touch to find out more about the B Corp movement, or if you or your organisation would be interested in getting involved.



Executive
Marketing Recruitment.



Growth Partners



The Tomorrow Foundation.
MAKE A DIFFERENCE

