



IMPACT REPORT

- 2022 / 2023 -



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A YEAR IN REVIEW



On Earth Day in 2022 we made a pledge to reflect inwards and evaluate our values, purpose and impact.

Our team embarked on various initiatives: from entering the B Corp Certification process to climbing three mountains in 24 hours for charity - this year was a busy year of growth and reflection.

We recognise the importance of incorporating social and environmental issues into our business decisions.

To further demonstrate our commitment to our values, we have updated our legal business documents on Companies House to reflect our dedication to the planet and people.

We aim to generate as many benefits as possible, help as many people as we can, and make a positive impact on the planet.

We firmly believe that every individual has the ability to make a difference, but by working together as a team in business, we can create an even greater impact.



A Year in Review

RECRUITUK



2022/2023

FOR OUR PLANET:

As a recruitment business, we looked at areas we felt could be negatively impacting the planet and where we could put our time, energy and money to help environmental issues.

Waste:

- Reduced our cardboard waste by getting reusable cups from Topl.
- Switched all our cleaning products to Fill.

Carbon Footprint:

- Implemented Ecologi - we plant 200 tree's a month. We understand planting tree's is not the only solution which is why Ecologi fits us.

Some of the projects we have supported:

- Conservation in Indonesian peatlands
- Rainforest protection in central Brazil
- Funded high-efficiency cookstoves in Tanzania
- Funded a solar power project in Vietnam
- Funded Generating renewable solar electricity in Egypt
- Funded protection of the Amazon

Offset
145.5
tonnes
CO2

Supported 18
climate &
conservation
projects

Planted
2,320
trees



For Our Planet

RECRUITUK



FOR OUR PEOPLE

- Had six employees become Mental Health First Aiders
- Reviewed and enhanced our extensive wellbeing package
- Created Mindful March - an incentivised competition to encourage staff to build healthy habits for their physical and mental wellbeing
- Company-wide salary increase of £2,000 in response to the cost of living crisis
- Reviewed and enhanced our maternity and paternity policy
- Pensions training so all employees have a clear understanding of their finances and investments - and the true impact this can have

Had our First Endurance Fundraiser

It's important we encourage our employees to look after their wellbeing - so we organised fundraisers which benefit their physical and mental health.

In May 2022: completed the UK 3 Peaks in 24 hours challenge in support of The Running Charity raising over £4,5k

We also climbed the height of Everest as a team on the Nightingale Path in Leigh Woods, Bristol to raise awareness for Talk Club Miles for Miles campaign



For Our People



FOR OUR COMMUNITY

- Granted 5 paid hours of volunteering each month per employee
- Support local businesses through our staff incentives.
- Championing men's mental health in our community as Director Sam Oakes became a member of Talk Club's board, hosting Talk Clubs in Financial Planning
- Raised £4677.87 for our charity fundraisers

In 2021/22 we supported:

- Talk Club - *Men's Mental Health*
- The Running Charity - *Youth mental health*
- Julian's Trust - *Supporting Bristol Homeless*
- Alive Activities - *Elderly outreach*
- Holly Hedge - *Animal Shelter*
- Geordie Bullies Rescue - *Dog rescue*
- Can do Bristol - *Volunteer platform*
- Give Blood - *Blood donations*



TOTAL HOURS VOLUNTEERED: 485



For Our Community



WHERE WE ARE IN OUR B CORP JOURNEY

Verified:



We quickly learnt that to make a real difference as a business, becoming a B Corporation was essential to clearly demonstrate our commitment to people and the planet.

We submitted our application in July 2022 and are currently going through our verification process.

Points:

We are currently sat at 88.3 points. This could change as nothing is set in stone.

80 is the level of points needed to pass and we look forward to completing the process so one day we can proudly say we are a B Corp.

...So watch this space!



LOOKING FOWARD

2023/24

- Commit to becoming carbon positive by 2025
- Extensive training on diversity and inclusion to learn and educate others on the subject of inclusivity
- Work towards having 100% of our suppliers local, sustainable businesses.
- Raise £5000 for a local charity
- Create a specific donation model so we can clearly commit & structure charitable donations through our work.



Goals


RECRUITUK



THE TEAM: RECRUITUK

