



Engineering Your Future

Annual Impact Report 2023



We are YOUR specialist recruitment partner for:



Engineering &
Manufacturing



IT &
Digital



Science &
Technology



Service
& Sales

Our Vision

Our vision for growth is deep rooted in our values.



**Teamwork &
Community**



**Trust &
Respect**



**Determination
& Enjoyment**

We are extremely proud to have transferred a significant portion of the company ownership to our **Employee Trust** model. This move truly embodies our aspirations as a company and investment in our employees. We are excited to deliver our plan to transition to an **Employee Ownership Trust** model in the next three years.

Our Mission

Our foundation is built upon being an exceptional business operating within the recruitment market, serving all stakeholders with the highest **integrity and excellence**.



We are committed to conducting business with a **clear purpose**, ensuring that our actions are mindful of **environmental sustainability** and **positive social impact**.

Environmental



We are proud to have generated 49% of our energy consumption from solar power whilst also contributing 51% back to the grid.



We prioritise local and environmentally friendly suppliers.



We introduced a Cycle to Work scheme.





Environmental



To minimise travel, we allocated additional dedicated meeting rooms for virtual meetings.



Our preference is to purchase recycled office and meeting furniture.



We introduced environmental initiatives such as upgrading memory in Recycled PCs instead of opting for 'new for old', with our IT partner, B Corp certified, Dial A Geek.

Social



Each year, every employee has a Give Back Day, resulting, so far, in a total of 497 hours dedicated to community and environmental projects.



We raised £6,085 for charity, representing an outstanding 340% increase from 2022.



Everyone has the chance to take a career sabbatical facilitating personal and professional growth.



All employees have access to Reward Gateway (employee engagement platform) and AXA healthcare.





Social

Through the 'Teach the Unreached' project through Recruitment Juice, we have donated 124 school days to underprivileged students.



We introduced Mental Health awareness training for our whole leadership team, as additional support for our MHFA's and we hold wellbeing days twice a year.



For the third year running, we have ranked amongst the 'Top 50 companies for graduates' to work for according to our employee feedback, compiled by The Job Crowd. We scored 4/5 overall and 4.4/5 for company culture and environmental awareness.

Plans for 2024

Our primary goal for 2024 is to achieve B Corporation certification, demonstrating our commitment to a values-driven approach. We operate with purpose, balancing people and the planet priorities with profit. Our 2024 objectives are;



To reduce usage and carbon footprint by 5% across waste, water, and energy.



To enhance internal stakeholder engagement through B Corp days, continuous social and environmental considerations, increasing knowledge and confidence through training, and implementing ideas from all stakeholders.





Plans for 2024 cont.



To improve external stakeholder engagement by collaborating with landlords, suppliers, and customers.



Increase the utilisation of renewable resources and recycling programs.



Monitor the effectiveness of Give Back Days.



Improve data analysis to better inform decision making and target setting for social and environmental improvements.



Thank you for taking the time to read our
impact report.

We would love to hear your ideas on how
we can improve our impact for 2024 and
beyond!

Please contact our Director of Development,
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