

2022 IMPACT REPORT

Our B Corp journey

Certified

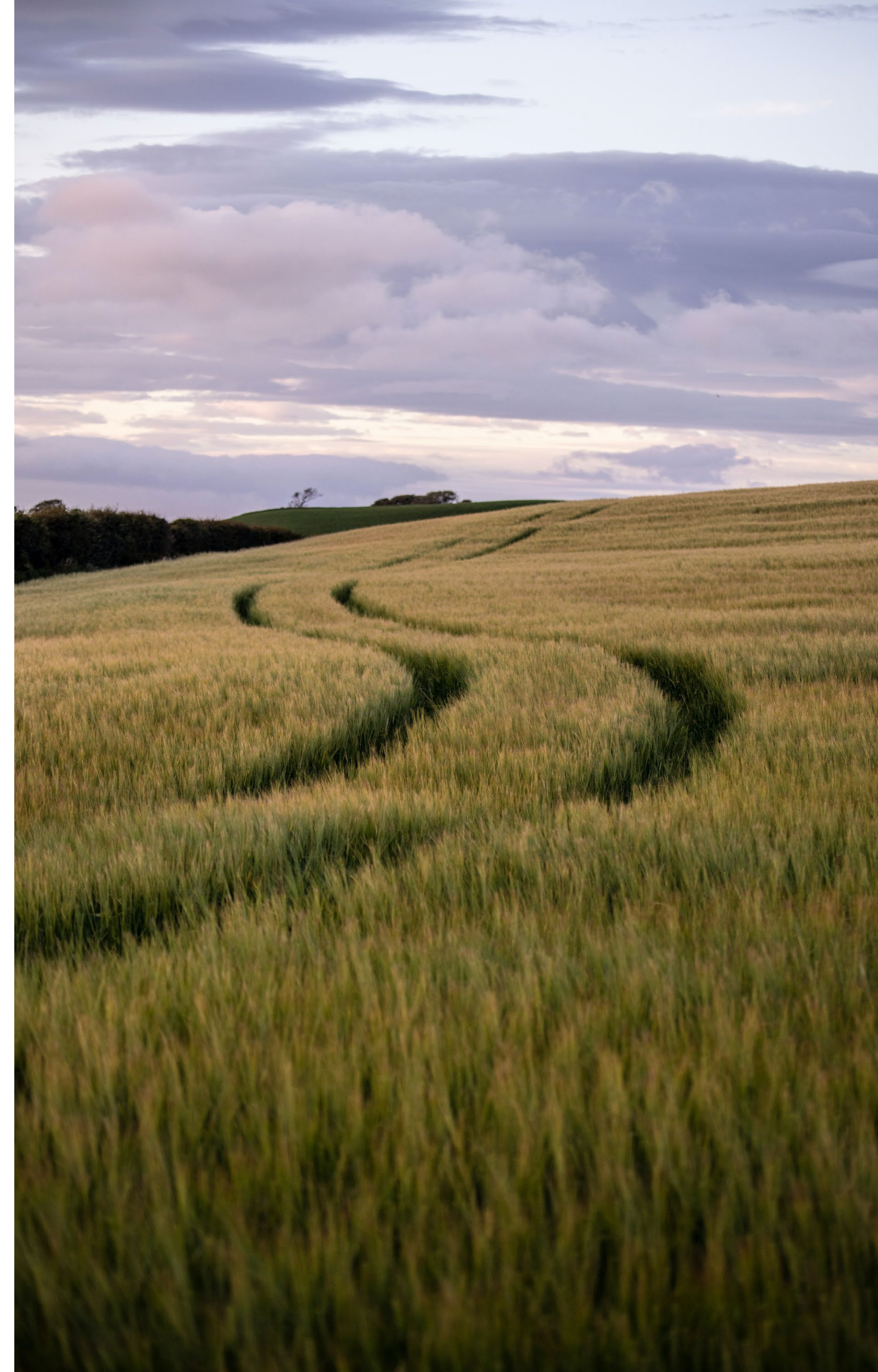


Corporation

GROUP

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ABOUT US

Established 17 years ago with the aim of hiring the very best senior talent for our clients, 6 Group has become a trusted partner in the Energy, Power & Utilities, Industrial, Pharma & Agriculture, FMCG, Infrastructure & Transport and Financial Services Sectors.

From executive search & leadership development to strategic resourcing & change consultancy – 6 Group is the facilitator of successful transformation for our clients and we work to ensure their goals become ours.

Our methods are different. We're a partner, not an advisory.

In a world where satisfying the mere requirements can be common practice, we reject mediocrity in a bid to be recognised as ***the genuine alternative.***



GROUP

6 GROUP AT A GLANCE

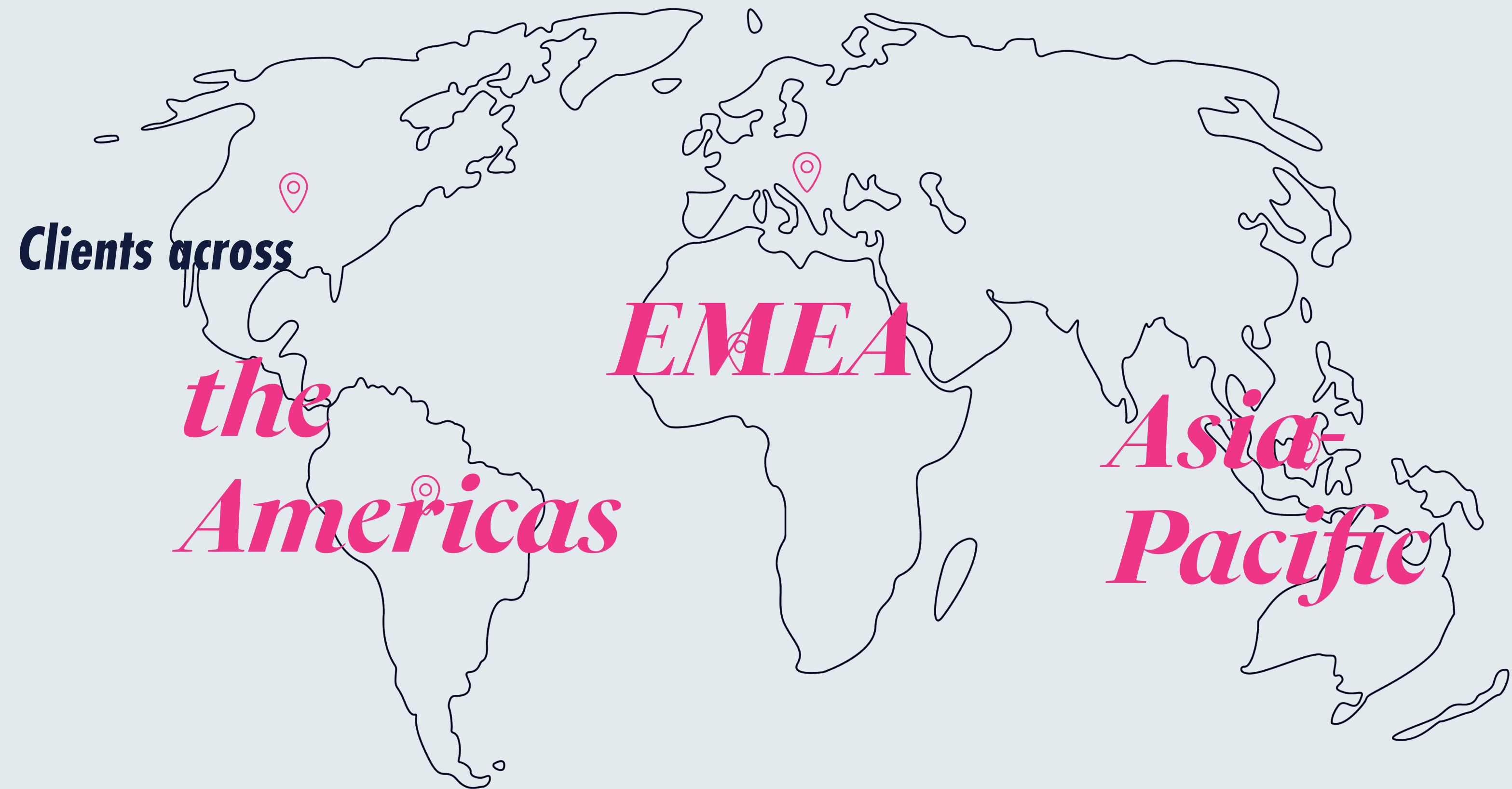
2006 founded in

1200+ search assignments completed

300+ consultancy projects delivered

84% of candidates still in place after 2 years

6.8 weeks average time from sign-off to shortlist



LETTER FROM OUR MD

In 2020, during the uncertain pandemic lockdown, I took the Leading Sustainable Corporations course at Oxford Said Business School. This experience was truly transformative, shedding light on our actions but what's more important - everything we weren't doing. It wasn't just about the environment; it encompassed the broader areas of environmental, social, and governance considerations. I knew then that if we wanted to be in business for the long term, **we needed to have Sustainability at the heart of our business**. And B Corp accreditation could become a firm foundation for this.

Fast forward to 2022 and I am so proud that 6 Group became a certified B Corp in July of that year. It was a long journey that has given everyone in the business valuable insights about our identity, aspirations and impact on everything around us: the environment, our employees and their families, our clients and all stakeholders.

The accreditation process was an unique opportunity to engage people across our business. Our people have taken an active role, leading each area of focus to recommend and determine what changes and improvements they want to make for our business and work life.

B Corp accreditation has transformed how we run our business, turning our longstanding practices into robust processes and policies for prioritising people, planet, and profit. **Achieving the accreditation marks the beginning, not the end, of an ongoing journey for improvement**. We have a lot more to do on the environmental front and this next year we will get much needed clarity on what our actual carbon footprint is for the business. Community will be an area we will focus more on with completing our impactful "12 Months of Christmas" program and looking to focus on some core community project next year. Our other areas of focus – Customers, Workers and Governance are strong, but there are still areas for improvement and of course maintaining our commitment to what we have implemented.

We are thrilled to share our accomplishments and plans and are open to any feedback and thoughts. Please feel free to reach out if there is anything in our report you would like to speak to us about.

Thank you to all our clients, suppliers, friends and the team at 6 Group for your commitment and support.

James Beazley

WHAT DOES IT MEAN TO BE A B CORP?

Certified B Corporations meet the highest standards of accountability, performance and transparency across a range of factors.

This includes **environmental impact, employee benefits, charitable giving and supply chain practices**.

To achieve certification, companies must:

Demonstrate **high social and environmental performance** by achieving a B Impact Assessment score of 80 or above and passing our risk review. Multinational corporations must also meet baseline requirement standards.



Make a **legal commitment** by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders, and achieve benefit corporation status if available in their jurisdiction.



Exhibit **transparency** by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile on B Lab's website.



OUR B CORP JOURNEY

It is interesting that when most companies think and talk about sustainability, it can be seen as only as a cost or something that will take away from what they currently do, or make it harder to operate. We at 6 Group appreciate that whilst there may be a bit of an impact initially, in the long term, sustainability is good for business and good for people and planet – and it doesn't take too much for us to play our part.

With that in mind, 6 Group set out to create our mission “**To be a completely regenerative, for-profit organisation**”, really living by our values and beliefs. That means we want to make sure that whatever we take from our planet, we “**Go Beyond**” and put back more. Whatever impact we have on our society, its people, and our own people – we are “Partnering” appropriately and giving back more.

In **April 2021**, we committed to becoming a net-zero organisation, aligning with our values of going beyond sustainability. But we didn't want to stop there. We also wanted to be a socially and environmentally responsible entity that prioritises our employees and stakeholders. Although we haven't fully achieved this goal, we have taken substantial measures to reduce our environmental footprint and increase our work and involvement in the community.

In **July 2022** we received our B Corp certification. Over the past year, we've implemented significant changes to our business, including improved decision-making processes, reviewed protocols and procedures, prioritised employee well-being and diversity, and implemented environmentally friendly measures for utilities, travel, and recycling.

Certified



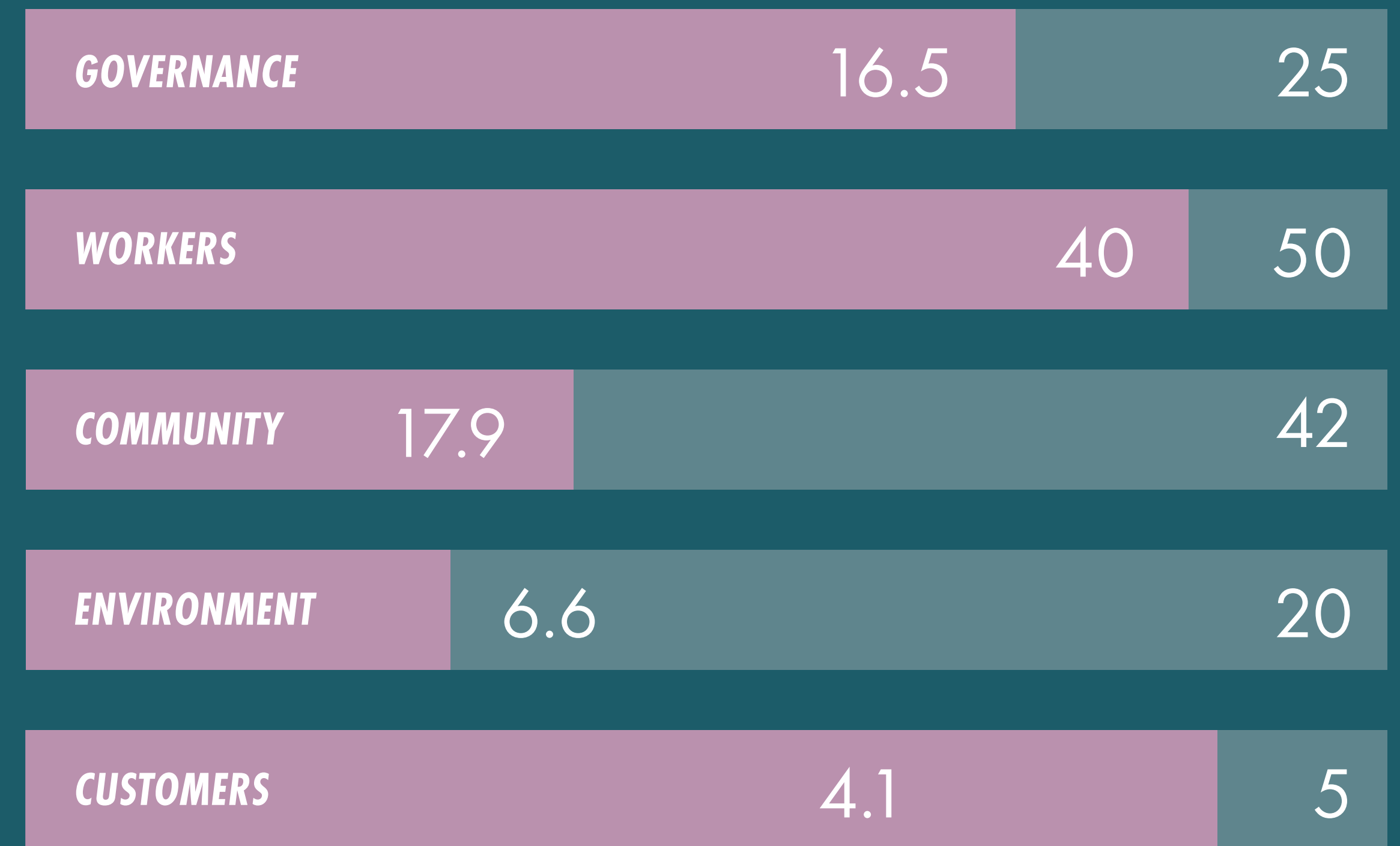
Corporation

OUR B CORP JOURNEY

HOW WE SCORED



HOW WE SCORED: AREAS



OUR TEAM

At the core of what makes 6 Group the leading executive talent consultancy is its people. Over the years we've invested significant resource in initiatives to support a committed and engaged workforce. This was reflected in our score for the "workers" section of the B Corp assessment, for which we scored the highest. That said, we recognised there are areas we could continue to improve our offering, to maintain our position as a happy and healthy place to work.

GOVERNANCE
16.5
OUT OF 25

WORKERS
40
OUT OF 50

WHAT WE COMMITTED TO DO:

We aimed to integrate B Corp principles into every aspect of our decision-making processes throughout the business and enhance our financial policies while bringing more significance to our health and well-being support program.

WHAT WE'VE DONE:

GOVERNANCE

We continue to be fully transparent to our stakeholders by providing access to our financial reports and other necessary information to provide visibility of our operations and processes.

TRAINING

Year to date we've allocated **£3,456** (**62.5** recorded hours in total) towards internal training, and we strive to further increase this investment in the future.

WORK/LIFE BALANCE

We recognise the concerns and challenges the current cost-of-living crisis generates, and the impact on well-being financial instability can have. We wanted to do what we can to alleviate potential financial burden on current and prospective talent, so they can get on with what they do best.

We recently introduced a welcome bonus for new employees, to provide financial stability in their first month of employment, as well as interest-free loans and financial support in case of unforeseen circumstances. We've also updated our company handbook to place a greater emphasis on employee well-being. Our policies regulating all spheres of work life were revised and updated.

We continue to offer our team flexibility, whether working from home, being a part-time employee, or spending time volunteering outside of the business.

OUR TEAM

WHAT WE'VE DONE:

1/4
of employees are
working part-time

67%
of employees
are women

£3,456
allocated towards
internal training


WHAT'S NEXT?

Next year we plan to integrate an internship programme into our recruitment activity. For some time we've recognised the value we can offer in providing opportunities for aspiring individuals looking to gain entry-level skills and knowledge. We're pleased to be progressing this initiative, as just one example of how we intend to continue to give back to our community and workforce.

We also continue to review our employee benefits package to ensure it meets the needs of our growing workforce. Health benefits is one area that has been highlighted as having potential to expand our offering, and we've committed to reviewing this next year.




WHAT OUR TEAM SAYS:

A portrait of James Beazley, a man with a beard and short hair, smiling. He is wearing a light blue button-down shirt.

Sustainable growth is about relationships. It is ***all about building, growing and developing relationships.*** It is also about doing that in a way to ***positively impact everyone*** we touch – our employees, their families, candidates, clients, suppliers and partners.

James Beazley
Managing Director

A portrait of Sarah Browning, a woman with shoulder-length brown hair, smiling. She is wearing a dark patterned dress.

6 Group is a ***caring, nurturing and flexible employer*** who operates with high integrity. 6 Group gives me ***self-esteem and pride*** and working with them, I feel more whole as a person.

Sarah Browning
Senior Delivery Consultant

A portrait of Luca Murai, a woman with dark hair, smiling. She is wearing a patterned scarf and a light-colored top.

Given the finite nature of our planet's resources, I am proud to be part of a ***company committed to sustainable growth.*** At 6 Group, I feel part of ensuring a viable future for both current and future generations.

Luca Murai
Delivery Consultant

COMMUNITY

Dissatisfied with our score on the Community sections, we recognised the potential for greater impact. This drove us to strive for improvement and reinforce our dedication to society.

WHAT WE COMMITTED TO DO:

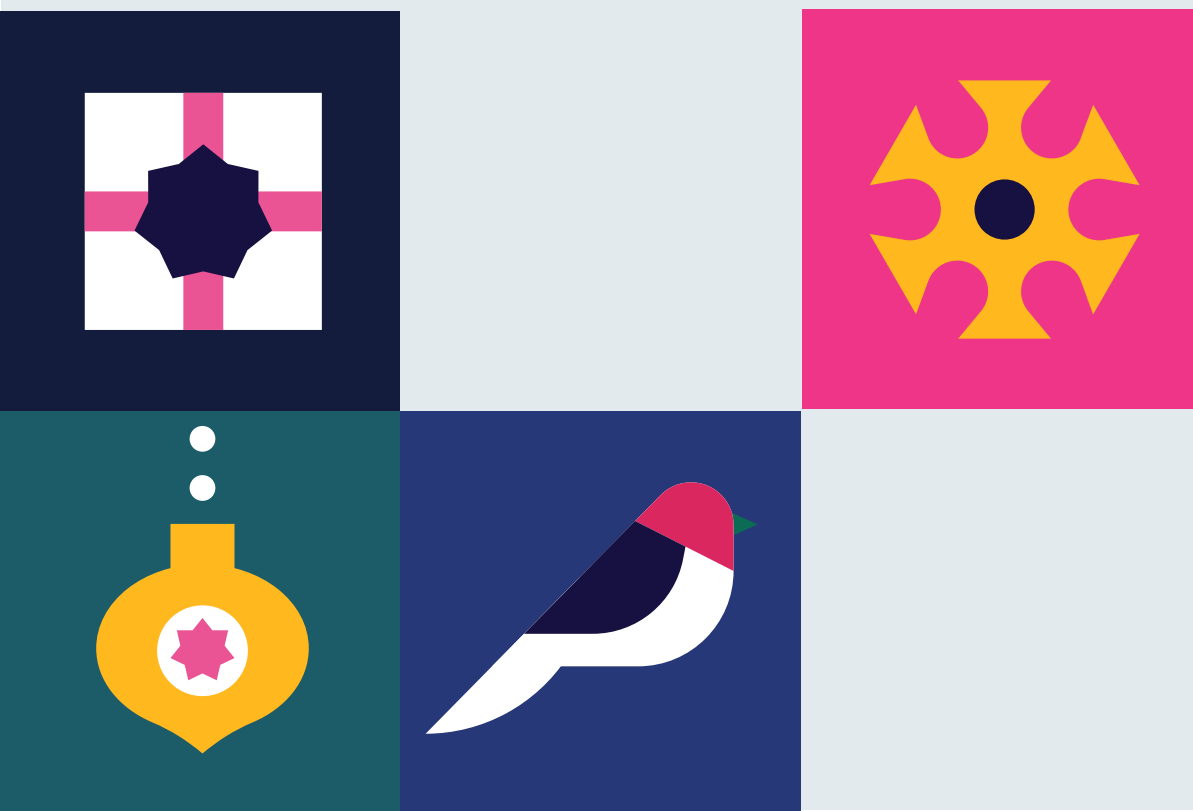
Increase our contribution to the economic and social well-being of the community in which we operate. We wanted to make volunteering a part of everyone's development plan.

WHAT WE'VE DONE:

In late 2022, we initiated the "12 Months of Christmas" volunteering project, with each employee focusing on different initiatives like food banks, public space cleanups, and support for migrants. So far this year, we have contributed **126 hours** of our work time to volunteering efforts, which equates to **£5,144** of investment since the project started.

Moreover, our supplier policy now prioritises partnerships with under-represented ownership as well as local suppliers.

17.9
OUT OF 42



COMMUNITY

12 MONTHS OF CHRISTMAS

A big thank you to all the amazing charities we've partnered with!



COMMUNITY

WHAT'S NEXT?

We will continue our work under the “12 Months of Christmas” project and collaborate with even more charities and organisations.

FUTURE PROJECTS

In our pipeline, we have projects with “Europaia,” a charity that assists Europeans and refugees in settling down in the UK. Additionally, we are planning to support local organisations in Warrington and Manchester, such as “Clean Up My Community,” “Manchester Urban Diggers,” food banks, and recycling stations.

In addition to the “12 Months of Christmas” project, we regularly organise charity lunches within the team, and our team members volunteer individually outside of working hours.



ENVIRONMENT

Being a key partner to those in historically high carbon producing sectors, it was imperative to us to increase our environmental advocacy by promoting environmentally sustainable activity. By aligning our goals with those of many of our partners, we hope, together, we can be a force for good and encourage others to follow suit.

WHAT WE COMMITTED TO DO:

The B Corp certification process highlighted environment as our weakest area of sustainability. We were determined to change this and assigned dedicated resource to review and upgrade our approach across a broad range of topics from travel to energy usage and waste management.

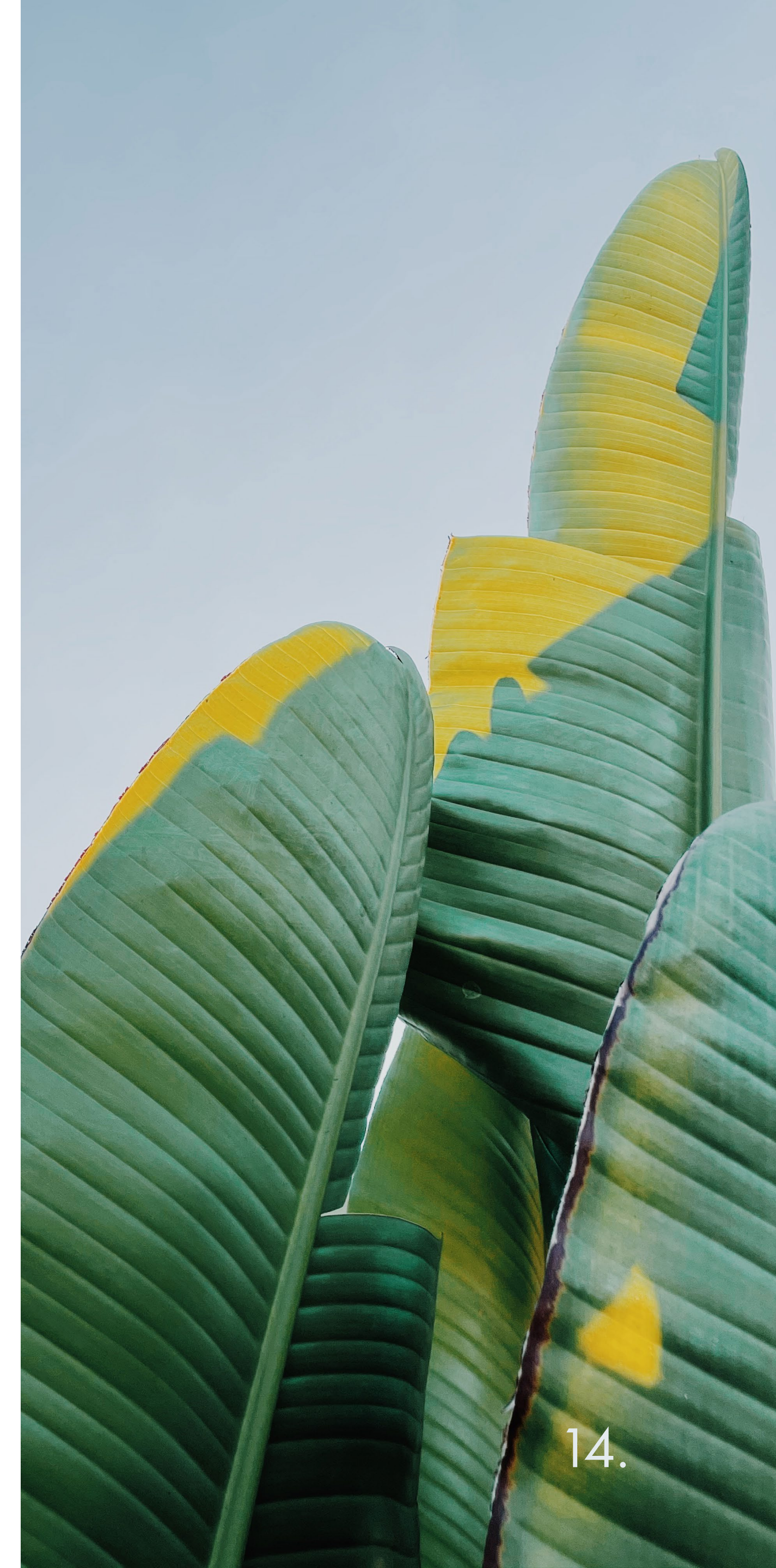
WHAT WE'VE DONE:

ENVIRONMENTAL STEWARDSHIP:

Supporting our workforce to adopt more environmentally conscious behaviours, by providing guidance on topics like energy conservation, sustainability, disposal of e-waste and environmentally preferred vendors as well as actively engaging with our landlord on facilities' improvements to lower carbon and waste produced by us and our neighbours.



6.6
OUT OF 20



ENVIRONMENT

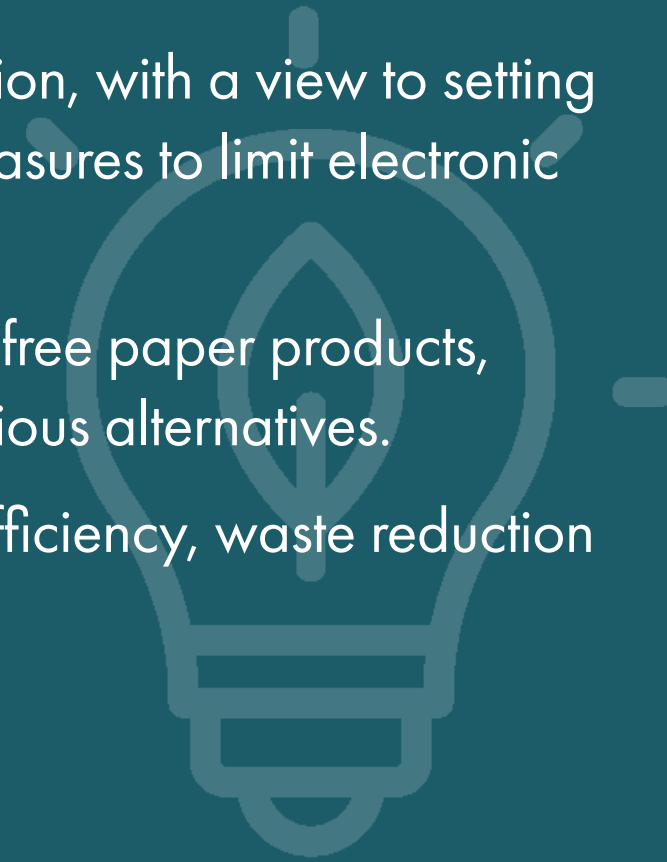
WHAT WE'VE DONE:

OFFICE:

We are actively monitoring energy usage and waste production, with a view to setting targets for reduction. During last year we've implemented measures to limit electronic stand-by time, and improve insulation of windows.

For our day-to day needs we adopted unbleached/chlorine free paper products, and replaced stationery suppliers with environmentally conscious alternatives.

Active engagement with our landlord on energy and water efficiency, waste reduction programs, and greener commuting facilities.



TRAVEL:

We've introduced measures to reduce footprint from commuting: bike2work scheme and prioritised parking spaces for those who are car pooling.

For corporate travel we've created written policy limiting it and promoting eco-friendly option for business trips such as low carbon accommodation providers and flights booked with bio-fuel purchase or full carbon offset.



WHAT'S NEXT?

2023 - 2024 will prioritise the performance of an emissions assessment. Once we know more about the emissions we are creating, we will be in a better position to set reduction targets and ultimately achieve carbon neutrality.

OUR PARTNERS

4.1
OUT OF 5

WHAT WE COMMITTED TO DO:

Improve our feedback process ensuring our customers are able to have a say in 6 Group working practices and future strategy.

WHAT WE'VE DONE:

We updated our feedback process to gain more valuable insights from our customers, and adopted a more structured way of implementing improvements. As a result, we are able to increase the value created for our direct customers and the consumers of our products and services.

WHAT'S NEXT?

As we further our mission to become a completely regenerative, for-profit organisation, we are keen to expand our partnership with like-minded organisations, who share our passion for protecting the environment. We plan to actively develop business with those companies who are at the forefront of carbon reduction, social impact and other B Corp enterprises.



OUR PARTNERS

We are grateful to our valued clients and partners whom we had the privilege of working with last year. Together, as true facilitators of successful transformation, we collaborated to ensure that your goals became ours.

JAMES CROPPER ^{PLC}
ESTABLISHED 1845



vitrex



ISO  METRIX



NESTE

LANXESS

puro •
earth



OUR PARTNERS



WHAT OUR CLIENTS SAY:

6 Group is amongst my top executive search firms for senior positions, they offer a genuine alternative to global SHREK firms at this level... they have always been there for me to bounce thoughts and ideas off and you can see how 6 live by their value of always wanting to Go Beyond! I have enjoyed learning about their B Corp journey, impressed to see how 6 have embraced this as a way of their working lives.

**Jilly Atherton,
Victrex**

The best experience with a recruitment agency ever. I felt heard, valued and supported. I felt seen as a human with a passion for a career.

**Candidate,
VP Marketing and PR**

CONTACT US

If you want to learn more about our B Corp journey or have a chat about becoming a B Corp yourself, connect with us on any social.

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