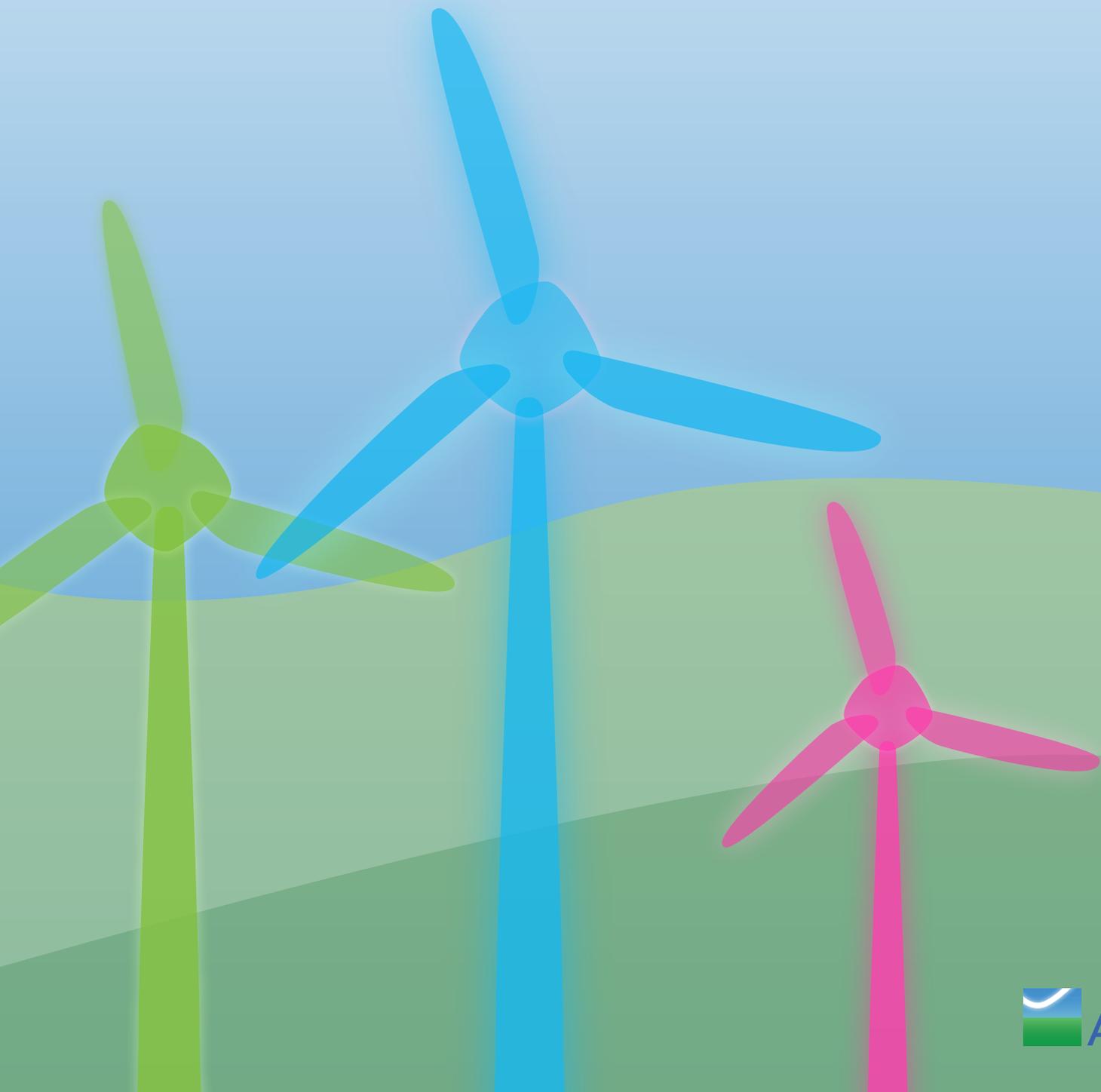


Acre Resources
Sustainability Report 2011/12



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Note: We have decided to move to reporting in line with our financial year, running October through to September, rather than the calendar year.

A Note from the Directors

This year has been an eventful one for our business. In December 2011, due to head count growth, we upgraded from serviced offices to a larger office space in Holborn. This change inevitably brought challenges in relation to securing new suppliers and equipment, but also gave us the opportunity to take more control of our sustainability performance.

We've invested in a more energy efficient IT infrastructure, have engaged a more comprehensive recycling scheme and have built on existing initiatives - such as the 'Cycle to Work' programme.

This year also saw the launch of the Acre Foundation (www.acre-foundation.com), the charitable arm of our business, bringing together our fundraising and volunteering activities. Building on our desire for our staff members to contribute in a positive way to our local community, we also granted four volunteering days a year to each member of our team.

The core of our commitment to sustainability remains our everyday activity of placing talented professionals into roles where they can effect change within their organisations. We also continue to provide knowledge to the sustainability marketplace in the form of our white papers, and this year's CR and Sustainability Salary Survey was the largest ever.

We will continue to demonstrate Acre's commitment to a more sustainable way of doing business, and hope to once more build upon our successes over the coming year.



A handwritten signature in black ink, appearing to read 'A. Cartland'.

Andy Cartland
Founder and Managing Director



A handwritten signature in black ink, appearing to read 'Richard Wright'.

Richard Wright
Chief Executive



We place six values at the heart of our business. They influence how we work on a day-to-day basis and are a critical element of our corporate strategy.

Ethics

We will always do our best to ensure that we are ethical in everything that we do. We are honest with each other, our clients and our suppliers - and expect the same in return. We seek to be an agent of positive change and to deliver the highest quality service available in the sector.



Entrepreneurship

We value and reward productive work and constantly endeavour to go the extra mile for our clients and the organisation.



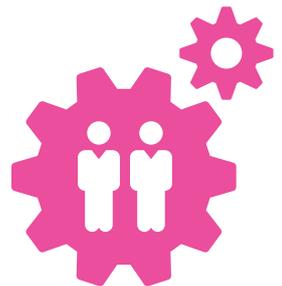
Business Protocols

We value both company and individual growth and prize financial success. We always seek to achieve positive results for our clients and have confidence and pride in our ability to do so.



Our Way of Working

We keep our processes simple, transparent and avoid bureaucracy. We deal with people and issues in the most direct manner without hidden agendas. As an organisation we share common goals.



Innovation

We embrace new ideas and technology, as well as the innovation and creativity of our employees.



Shared Values

We are a team and we all strive to make people at Acre feel valued and appreciated. We have a common goal and celebrate each other's successes together. We want Acre to be the best it can be for our clients, our candidates and our employees.



2010 Commitments

Actions

Further reduce our business and commuting travel by being as flexible as possible with regard to sustainable travel options and conduct 'virtual' meetings where possible.

This year we introduced video conferencing facilities to conduct international meetings and interviews with our clients and candidates - with great success. We continue to support cycling and running to work as part of not only a healthy lifestyle, but as a sustainable means of transport to the office and to meetings.

Continue to demonstrate our commitment to the UN Global Compact through the development of a range of initiatives that support the values of this programme.

Through the Acre Foundation we are supporting the charity War Child who are helping to protect children from the brutal effects of war and its consequences. We continue to promote greater environmental awareness through our work with graduates and engage in regular partnerships with highly-regarded educational institutions in our field.

Continue to innovate on 'best practice' in our spheres of influence - namely sustainability and recruitment.

We have presented at a range of educational and industry seminars on the sustainability industry and emerging trends in relation to the technical expertise needed within these roles.

Provide leadership and knowledge sharing within our sector, including the production of further white papers and reports.

Since our last sustainability report, we have released a 2012 CR & Sustainability Salary Survey, which was also very well received in the industry. We have also produced two white papers.

Develop further initiatives for Acre to positively impact the community.

Our volunteering and fundraising activities have contributed to some deserving causes. We have also initiated staff volunteering opportunities to allow our employees to make a difference in our local community.



Acre's move to a self-serviced office will allow us to have a greater influence on our environmental impact. We will be monitoring our energy and water consumption and will be looking at how we can reduce further.

Energy



- ☑ Our new office, by virtue of being more modern, is more energy efficient than our last
- ☑ We ensure that air conditioning is appropriately adjusted to ensure maximisation of impact with minimal energy usage
- ☑ There is no lift in our new office. This reduces our environmental impact and is good for staff fitness
- ☑ Our new thin client IT system requires far less energy than our previous energy intensive PCs

- ☑ There's been an increase in the number of people cycling to work, and an positive uptake in our 'Cycle to Work' scheme
- ☑ We are ensuring that we walk or cycle to as many meetings as possible

Transport



Water



- ☑ No water cooler purchased for new office due to the unnecessary cost and excess energy usage
- ☑ Filter jug used for drinking water supply, reducing electronic filtering

- ☑ Improved recycling facilities with waste sorted into different streams
- ☑ Increased use of technology take-back and electronic recycling services
- ☑ Re-use and allocate new homes for unwanted furniture and equipment

Waste & Recycling



Reduce



- ☑ Our weekly meetings are now paperless, and therefore reducing our printout needs
- ☑ The introduction of more laptops will further reduce the reliance on paper for printing

- ☑ Our stationery is made from 80% - 100% recycled materials and is 99% recyclable
- ☑ Catering products (drinks, tea, coffee, sugar etc) are all organic and fairtrade where possible. The packaging is 99% recyclable after use
- ☑ Janitorial: we purchase only eco-products with that contain less harmful chemicals and 99% recyclable packaging
- ☑ Here are some of the brands we use: Clipper Fairtrade tea bags, Cambridge 100 % Recycled Notebooks, Ecover janitorial products (hand soap, dishwasher tablets, washing-up liquid), Ecolabel writing supplies

Procurement



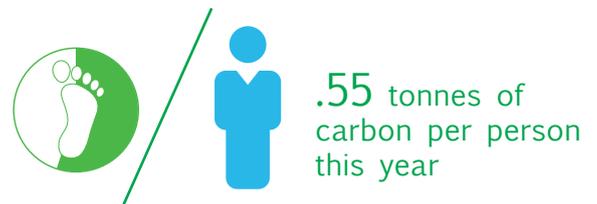
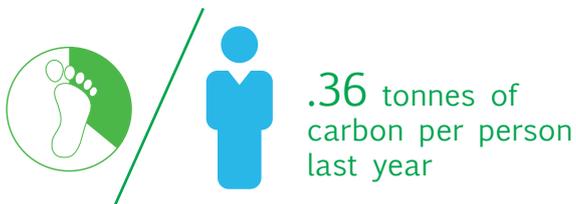
Our Carbon Impact

2010 Carbon Emissions

Source of Emissions	CO2 Emitted (t/yr)
Electricity	10.8
Business Travel	2.3
Commuting	9.9
Waste	1.0
Total:	24.0
Target for 2011/12	21.6

2011/12 Carbon Emissions

Source of Emissions	CO2 Emitted (t/yr)
Electricity	23.0
Business Travel	1.0
Commuting	11.0
Waste	0
Total:	35.0
Target for 2012/13	35.0



Our increased carbon footprint can be mostly attributed to our move to a larger office. Our old office was 1190 sq. ft. compared to 2598 sq. ft. in our new office. You can see this reflected in our 113 percent increase in our electricity usage.

Target for 2012/13

We have set our target for next year at the same total as 2011/12 emissions: 35.0 tonnes. Although this may seem cautious, we are anticipating growth in head count over the coming months so this will actually represent a significant decrease in emissions on a per person basis.



AcreFoundation

This year saw the launch of The Acre Foundation - the charitable arm of Acre Resources. The decision to set-up the Foundation was driven by a need to have a coherent and joined-up approach to the variety of charitable work we did as a business - allowing us to highlight this giving to our customers and clients. The Foundation supports a range of good causes and is run by Acre's staff with the support of our clients, suppliers and board of directors. Acre Resources is a skilled and passionate group of recruiters with interests across a range of charities and the Foundation allows for a strategic and proactive approach to working with these partners.

To date the Acre Foundation has raised £14,393 and staff have volunteered a total of 44 hours to the below charities:



Acre continues to support Kiva, a non-profit organisation working on the principals of microfinance that connects people through lending to alleviate poverty. Every new Acre employee is given £100 upon joining to loan through Kiva to entrepreneurs in developing countries.



Acre has continued to partner with the Octavia Foundation to develop the 'Gateways to Work' programme - aimed at supporting unemployed people who reside in nearby boroughs and are seeking work. Through this scheme, we provide mentorship to clients of Octavia's employment and training projects, with the aim of assisting individuals into work and therefore helping them achieve greater long term control over their circumstances.

The Acre team have engaged with a number of Octavia's clients throughout the year to assist them in securing work via enhancing key skills such as engagement and communications, as well as assisting with CV development and interview training through a series of one-to-one sessions. This has led to various successes in these individuals securing new opportunities in the work environment - helping them to grow and develop both professionally and personally.

Staff volunteer scheme

We recently introduced a scheme that gives each member of our team four volunteering days leave a year and initiated several opportunities for the team to volunteer en masse.

We participated in ‘Jubilee Hour’ – a brand new volunteering initiative in the year of the Queen’s Diamond Jubilee, encouraging people across the UK to donate 60 minutes of their time to celebrate the Queen’s 60 years of public service.

Acre also joined St. Hilda’s East Community Centre to assist in hosting a day of themed events for the older people who use the centre. The day consisted of helping pensioners make Jubilee-themed decorations, making and serving lunch, hosting a quiz and serving afternoon tea.

We also worked with Thames21, one of the country’s leading waterway charities. They work with communities across Greater London to improve rivers, canals, ponds and lakes for people and wildlife. Thames21 aims to transform neglected and littered waterways into areas that everyone can use and enjoy with an innovative and tailored community approach.



Acre donated time to assist with a variety of practical outdoor activities to get ‘hands on’ in the clear-up of London’s rivers and riverbanks. This proved to be very successful with the Acre team; it allowed individuals to see exactly how just a few hours of their day can make a significant difference to a community garden and to those individuals who get to enjoy the space.



Ecoscheme

Since Acre's formation in 2003 we have supported local and global charities through our Ecoscheme which makes regular financial donations for each job placement we make. We ask clients who've had an individual placed by Acre to select from one of the following three charities:



The simple idea behind Cool Earth is that rainforests are worth much more to the human race left standing. Cool Earth is a unique charity that is saving the world's most endangered rainforests through working with local communities to secure forests at risk of being destroyed within the next 18 months. Cool Earth works to build local and community capacity to make a difference, ensuring that less than 10% of their supporters' money is spent on administration.



Their vision is to help establish strong and vibrant communities in central London and improve the quality of life for individuals. Octavia Foundation's work is intended to increase the strength and effectiveness of community life; improving local conditions, especially for people in disadvantaged situations, enabling people to take part in public decision-making, and helping them to achieve greater long-term control over their circumstances.



The EDGE of existence programme aims to conserve the world's most Evolutionarily Distinct and Globally Endangered (EDGE) species by implementing the research and conservation action needed to secure their future. This donation will support the Zoological Society of London (ZSL) raising awareness of these species with local communities, supporting in-country experts in research projects and advising governments on sustainable conservation.

In total Acre donated £1,995 to the above charities in 2011/12.



An equal opportunity employer

Acre is an equal opportunity employer and provides services to our clients that satisfy the objectives and intentions of all global legislation and codes of practice pertaining to equal opportunities in employment.

Our Equal Opportunities Policy opposes all forms of discrimination against employees, applicants for employment, trainees and persons providing a service to the company, or seconded to the company, on the grounds of:

- Colour, race, nationality, religion, ethnic or national origin
- Sex or marital status
- Disability
- Age
- Spent criminal convictions
- Sexual orientation

Staff Development

2011/12 marked a number of achievements within our team:

- Seven internal promotions
- Continued investment in internal and external training
- Study leave for those who are looking to undertake further education
- Community volunteering days
- Quarterly reports on company financial performance by directors to staff

Global Compact & Bribery Act

Acre is a member of the UN Global Compact and actively integrate its principles within our business activities. We are strong advocates of human rights and equal opportunities and regularly review our internal policies to address the Bribery Act.



Knowledge Leader

Acre recognises that it operates in a rapidly evolving marketplace and that it's in a position to have a positive and meaningful impact on the individuals who operate within it. In 2011/12 we have again been involved in a range of initiatives which have increased knowledge within the sustainability space.

We continue to contribute to the knowledge base of the sector by releasing white papers that offer 'thought leadership' and discussion in the sustainability space. This year we released 'The Evolution of the Energy Manager: From Boiler Room to Board Room' that highlighted the commercial returns that can be achieved by investing in the latest energy management skills.

Career Coaching and Events

Acre continues to offer Career Coaching which we believe helps individuals discover the pathways into the sustainability marketplace. We have already placed several candidates in key roles within the sustainability marketplace who've undertaken our coaching service.

Our 'Green Events' page showcases conferences and other events that may be of interest to our clients and candidates. We allow other companies to advertise their events here for free.

Graduates

Acre's 'Graduate Advice' section demonstrates support for individuals who represent the future of the global sustainability marketplace. We also host a Graduate Network on LinkedIn and offer a free graduate advertising service to our clients for graduate placements.

CR & Sustainability Salary Survey

In July 2012 we published the 2012 CR & Sustainability Salary Survey in partnership with corporate responsibility consultancy Acona, industry publication Ethical Performance and creative communications agency Flag.

Now in its fourth year, the survey and it's participants provided an insight into the individuals employed in this expanding marketplace, from the types of organisations they work for, to their job functions, salaries and career backgrounds.



2012/13 commitments

- ☑ Reduce the environmental impact of our business (per head); a challenge given our extensive business growth plans. We aim to do this through continuing to develop initiatives and promote behaviour changes which have a positive impact
- ☑ Continue to build the Acre Foundation in order to make a difference to causes that represent our passions and values
- ☑ Increase our output of key industry thought leadership pieces, to enable our industry and those specialists within it to flourish and create a sustainable future
- ☑ Continue supporting mentees through the Octavia programme

Further information

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