



PMP
Recruitment

2018 Communication of Progress

United Nations Global Compact



Welcome

Welcome to PMP Recruitment's fourth annual Communication of Progress which continues to describe our approach to the United Nations Global Compact and its 10 Principles.

The United Nations Global Compact was launched in 2000 to harness the power of collective action in the promotion of responsible corporate citizenship. The Global Compact is a framework for businesses that are committed to aligning their operations and strategies with the ten universally accepted principles in the areas of Human Rights, Labour, the Environment and Anti-Corruption.

This year we have been reviewing how we may directly impact the Social Development Goals (SDG's) and Targets under each of the 4 core areas that cover the 10 Principles.

We have therefore aligned PMP's achievements with both the relevant Guiding Principle(s) and Social Development Goals (SDG's). This includes our performance in 2017/8 and our future commitments.

As a stakeholder of the UNGC PMP Recruitment would appreciate any feedback and comments on its 2018 Communication Of Progress.





Statement of Support

Everyday PMP's people are changing lives... the essence of what we do is to offer sustainable employment so individuals can support themselves and their families - every time we find someone a job it's another life changed. Our goal as a social enterprise is to reconnect people with a sense of delight in their work, and to provide them with the support they need to live more meaningful lives.

As part of the Cordant Group, PMP are proud to be seen as leaders in social business, and were honoured to be invited to speak at the UNGC SDGs Derby Conference to discuss how private sector employers can be more ethical. We believe businesses need to change how they operate and manage people - we want to influence peers to be a catalyst for good.

This document confirms our commitment to the UN COP Principles, and the Sustainable Development Goal, whilst also highlighting our key achievements in improving worker opportunities and creating a fairer society where the focus is on purpose, not profit gain, and wellbeing not wealth creation. The Principles have been embedded in our business and we are committed to ensuring they influence our strategy, culture and service delivery.

Jamie Reynolds, Managing Director PMP Recruitment





Contents

Business Update	4	Corporate Goal; Targets 2017/18	25
Social Business Update	5	Corporate Goal; Targets 2018/19	27
Guiding Principles Alignment	6	• Social Alignment	28
• Human Rights	7	• Targets 2018/19	30
• Labour	14		
• Environment	20		
• Anti-Corruption	23		





Business Update

PMP have developed the 5P strategy which aligns our key objectives as a brand.

We want to be thought leaders and changemakers - inspiring colleagues, clients and candidates.

The 5P initiative has been developed with the objective of positioning PMP as industry experts and managed service supplier of choice.

Our sustainability wheel highlights the areas which have been the focus of transformation in 2018.



People
Focused



Progressive



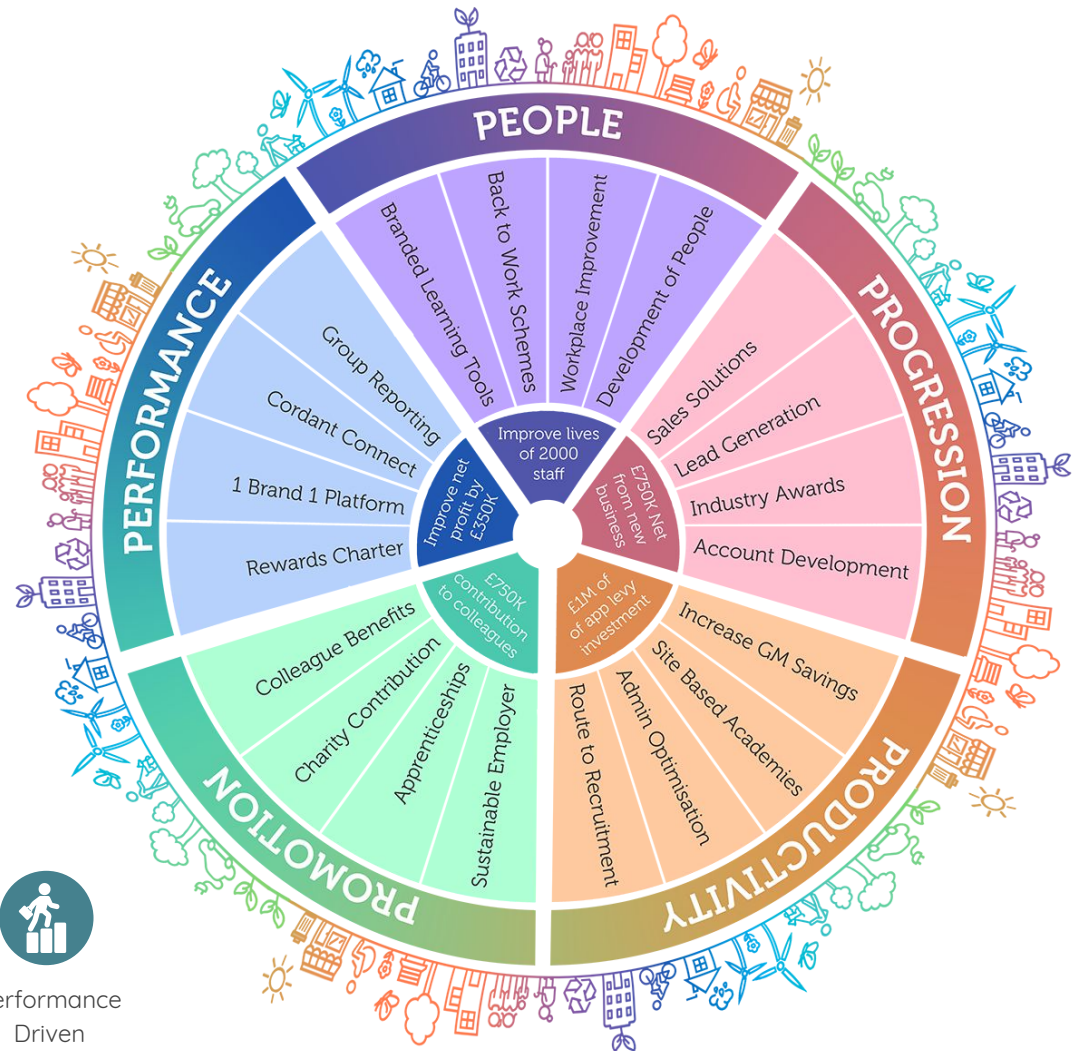
Principled
Promoters



Productive



Performance
Driven





Social Business Update



PEOPLE

We launched our Fundamentals Programme, an 8 week onboarding process which enables new starters to be effective, confident and able to thrive in their new role. The programme gives them access to the correct tools, training and support so that they feel valued.



PROGRESSION

We developed the capabilities of our National Resource Centre agents to improve service to our candidates. The teams are now expert in our clients sites, geography and culture and are able to better advise job seekers of the roles most suited to their location and circumstances



PRODUCTIVITY

We reviewed governance and control over spend in order to improve our profitability. This has allowed us to invest in social causes, such as our collaboration with modern slavery charity Unseen, and has contributed to improving services for our clients, candidates and colleagues



PROMOTION

We gave greater focus to raising awareness, and much needed funds, for Unseen by launching a calendar of fundraising activity, hosting national modern slavery seminars, holding a charity funday for all PMP colleagues and their families, and launching Be Seen, Be Heard.



PERFORMANCE

We've improved internal processes to enhance productivity in turn improving profit. We've moved to a single candidate management system, launched Cordant Connect for a better candidate journey and easier job seeker registration, and reviewed GDPR compliance within our entire operation



PMP
Recruitment

United Nations Global Compact

Guiding Principles Alignment



Guiding Principle

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.



Human Rights



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:

Goal 1. End poverty in all its forms everywhere

By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions implement nationally appropriate social protection systems and measure for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable | By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.

PMP's Impact

PMP 's objective is to offer sustainable pay and working hours and are committed to supporting the unemployed, and less fortunate back into the workplace through recruitment drives, engagement with Job Centres and collaboration with back to work providers.

Ensuring job security, regular pay and working hours, PMP are able to support the wellbeing and stability of each employee, their families and communities.

Case Study

By gathering detailed market analysis and utilising data from PMP's National Resource Centre we were able to propose a more competitive pay rate structure to a key client. This led to an agreed pay rate increase of 11%.

We introduced training and cross skilling which in turn gave access to better opportunities, flexible working and more achievable performance targets.

In collaboration with the client, site incentives were introduced such as; refer a friend schemes and performance bonuses - giving colleagues the ability to top up their salary. We retained 398 colleagues, whose contracts had ended at other sites, by transferring them to the clients location, and placed 57 people into roles using a local back to work provider.

Quote from the key client:

"The calibre and attitude of temp colleagues placed has the best we've ever seen. For us this confirmed that our decision to choose PMP was the right - we're really happy with the service provided. PMP worked closely with us to build and deliver a fantastic recruitment solution and I want to say from me and my team how proud we are of that".



Human Rights



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:
Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture

1

NO POVERTY

2

ZERO HUNGER

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round | By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.

PMP's Impact

Sustainable work allows our people to provide for themselves and their families; giving them the foundation for better nutrition, less reliance on food banks and access to essential health services.

As part of the Retain, Retrain and Redeploy initiative launched in 2017, PMP support temporary colleagues to find a new role when they reach the end of their contract.

Testimonial

Through training, upskilling, exploring temp to perm opportunities, placement with other clients or Group brands, we ensure our people do not have to return to unemployment.

"I started working with PMP as a warehouse operative via the PMP Milton Keynes branch. I have found working with PMP a great experience as I get to do various different roles within the warehouse and gain valuable skills along the way. I like the flexibility of working with PMP as it allows me to have a work life balance and spend time with my family.

The PMP Site team are always helpful and a pleasure to speak to. They are always professional in dealing with any queries that I may have relating to work and all issues that I've had have been promptly dealt with. I would definitely recommend PMP to all my family and friends because I have always thoroughly enjoyed working for them".

- Ali Makbul, Warehouse Operative



Human Rights



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:
Goal 3. Ensure healthy lives and promote well-being for all at all ages



By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being | Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol | By 2020, halve the number of global deaths and injuries from road traffic accidents.

PMP's Target

As part of our transition into a social enterprise our Group has created a collaborative working party focused on giving colleagues better access to health and well-being support.

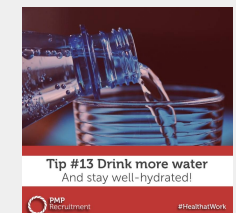
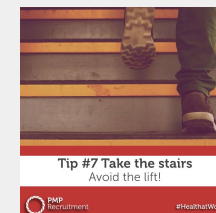
PMP are working on a toolbox of support material; leaflets, guides and helpline numbers, to ensure all our locations can offer assistance to those who need it. All material will be promoted on notice boards and campaigns will be run to raise awareness of support available.

Health Awareness Month

	Facebook Reach	LinkedIn Reach
Tip 14 - keep snacks handy	560	3,863
Tip 13 - drink more water	621	3,498
Tip 12 - less salt intake	475	2,256
Tip 11 - saturated fats	506	2,318
Tip 10 - eat more fish	511	2,306
Tip 9 - eating fruit and veg	624	1,592
Tip 8 - have breakfast	584	1,514
Tip 7 - take the stairs	588	2,054
Tip 6 - competitive fitness	819	3,065
Tip 5 - stand up in meetings	422	1,837
Tip 4 - get up from your seat	525	2,270
Tip 3 - get fit as a team	508	2,157
Tip 2 - cycle to work	490	1,682
Tip 1 - walk to work	879	3,046

In January 2018 PMP ran a campaign to promote health awareness. We posted tips across social media and encouraged our people to host healthy events aligned to Dry January, Love Your Liver Day, Obesity Awareness, Blue Monday and Celebration of Life day.

We reached thousands on social media and raised over £1,000 for multiple charities.





Human Rights



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:

Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship | By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

PMP's Impact

PMP have launched a Step Up Academy which ensures that people in junior roles are given the opportunity to progress through our business. We also invested in our 'leaders of tomorrow', by launching a high potential and operational excellence programme.

As a business we offered our training expertise to support clients with their own development programmes.

Investment in People

In the wake of Brexit PMP have invested heavily in the development of all colleagues through various academies and learning programmes. In order to provide lifelong opportunities for all, our expert Learning and Development team build bespoke career paths, aligned with relevant training or apprenticeships, to ensure all employees are armed with the skills, behaviours and knowledge to achieve their aspirations, and be successful in their roles.

So far this year we have seen;



271
People
Completing
Apprenticeships



1600
Pre-employment
Programmes
Carried Out



1037
Accredited
Courses
Attained



2825
E-learning
Courses
Completed



9302
Classroom
Training
Delivered



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:
Goal 5. Achieve gender equality and empower all women and girls

1

NO
POVERTY



2

ZERO
HUNGER



3

GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



End all forms of discrimination against all women and girls everywhere | Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life | End all forms of discrimination against all women and girls everywhere. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

PMP's Impact

This year PMP welcomed the opportunity to publish its gender pay gap report, and in response formed a dedicated project team focused on monitoring potential discrimination in its operation through data analysis, role and responsibility review and by aligning hourly pay to the industry standard.

As a business we are also committed to gender equality in our job role advertising. Recent research has shown that hidden gender bias in job descriptions can result in few applications and potential brand damage. The working party formed by PMP are committed to ensuring words, biased in favour of the opposite gender, do not appear.

The project team will review PMP's operation over the next 12 months in order to report back to the business.





Human Rights



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP: **Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.**

1

NO POVERTY



2

ZERO HUNGER



3

GOOD HEALTH AND WELL-BEING



4

QUALITY EDUCATION



5

GENDER EQUALITY



8

DECENT WORK AND ECONOMIC GROWTH



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services | By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value | By 2020, substantially reduce the proportion of youth not in employment, education or training | Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms | Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

PMP's Impact

We influenced major clients to improve their pay rates to workers supplied by PMP and in some cases negotiated an 11% increase on current pay rates.

We moved weekly, cheque paid employees to OnePay accounts so they received pay promptly, securely and efficiently, without incurring additional fees or costs.

Most Sustainable Supplier Award Winners

In February 2018 PMP were awarded Most Sustainable Supplier by Nestlé.

The award recognised; *"the company who has demonstrated its drive to take a strategic perspective to its work, delivering excellent partnership services aligned with Nestlé's UK market objectives. Our judges are looking for commercial partnership, risk sharing and shared goals, continuous optimisation of costs and added value at every opportunity, demonstration of agility and flexibility with our changing demands and proactively cooperating and supporting the business to successfully deliver on project objectives".*





Guiding Principle

Labour

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP: **Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.**

1

NO POVERTY



2

ZERO HUNGER



3

GOOD HEALTH AND WELL-BEING



4

QUALITY EDUCATION



5

GENDER EQUALITY



8

DECENT WORK AND ECONOMIC GROWTH



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms | Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment | By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

PMP's Impact

We gave greater focus to raising awareness of modern slavery by delivering national modern slavery seminars with guest speakers from Unseen rolling out training solutions to clients, starting the Be Seen Be Heard movement, and promoting fundraising activity including; collecting essential items for Random Acts of Kindness Day, donating gifts to their children's safe house and hosting a charity funday for all PMP colleagues.

Be Seen, Be Heard

We teamed up with award winning charity Unseen to launch a campaign to raise awareness of modern slavery across in high volume recruitment and supply chain industries.

The ongoing campaign is aimed at breaking down taboos and ensuring that our industry is aware of how to spot the signs, report suspicions and stamp out slavery. We want to influence peers to be more responsible, more transparent and to tackle slavery head on. Businesses need to realise that identifying modern slavery demonstrates that their strategy for change is working. Modern slavery isn't a taboo it's a serious issue which needs to end.

The Be Seen, Be Heard message is simple; We want awareness to replace ignorance - modern slavery needs to **BE SEEN**. We produced a range of official high visibility merchandise printed with the modern slavery helpline number. By promoting the helpline we can give people the confidence to report suspicious activity, and support victims in finding the strength to come forward and have a voice. We need to ensure that everyone has a platform to **BE HEARD**.

www.pmprecruitment.co.uk/knowledge-zone/be-seen-be-heard-abolishing-modern-slavery



PMP
Recruitment

Labour

SUSTAINABLE
DEVELOPMENT
GOALS

1

NO
POVERTY



2

ZERO
HUNGER



3

GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Productive Working

We believe a good working environment is essential - we promote a culture where people are valued, respected, treated fairly and feel safe. As part of this commitment we launched self driven workplace audits across all locations to identify problem areas and take steps to make improvements.

Fast facts;

154 Response across 7 Zones

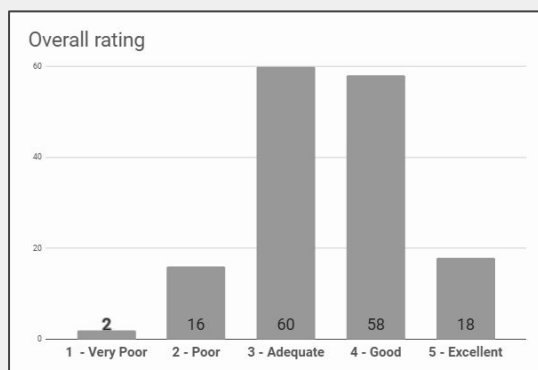
19 office locations audited

135 managed service sites audited

77% were satisfied with their workspace

Main concerns; no windows, lack of brand signage and slow internet

Non concerns; access to technology, cleanliness and air conditioning/ventilation



Fundamentals Training

Having the right tools and training to do your job is key. In a fast paced environment new starter can sometimes feel thrown in at the deep end.

This year PMP launched it's Fundamentals Programme, an 8 week onboarding process which enables new starters to be effective and thrive in their new role. The programme covers; company values, structure and goals, health, safety and compliance in the workplace, IT systems, policies and procedures, resourcing, plus personal development training modules offered as e-learning.

Progression is supported by Learning Reviews, which take place on a weekly basis and are an opportunity for direct support from the colleagues line manager - allowing them to share any successes, challenges or barriers in their ability to carry out the role.

Following the 8 week onboarding, development opportunities are discussed and clear goals are set to further develop and nurture the individual, giving them a clear path to success.

2018 Highlights



We became Disability Confident and are taking steps to support job seekers, with long term disabilities or health condition, in finding sustainable employment

We awarded our signage contract to a social enterprise

Colleagues participated in the Diana Awards

We've raised **£48,000** for multiple charities

We promoted our colleague discount gateway

Think Compliance

E-learning modules in Eligibility to Work, Modern Slavery, Data Protection Regulations and WhistleBlowing

2018 has been a major focus on compliance with almost 100 of our internal staff attending a 1 day training event on the law relating to recruitment and management of temporary labour. Separate workshops were also held on how to undertake a fair and proper investigation process whether covering accidents at work, grievances or matters relating to conduct or performance at work.

Retain, Retrain, Redeploy

Part of PMP's social mission is to keep colleagues in employment and invest in each worker's future - RRR; Retain, Retrain, Redeploy allows PMP to do exactly that!

People are at the heart of any recruitment business, and although PMP are a trusted supplier of temporary workplace solutions it's never nice to see colleagues return to unemployment. By utilising the power of the Group, PMP are able to support temporary colleagues throughout their journey, ensuring that when one door closes... we are there to open the next.

Through RRR, PMP have committed to investing in colleagues through training opportunities, utilisation of the apprenticeship levy and redeployment to other sites or roles in sectors such as cleaning, security or healthcare.

1000+ temporary associates have been put forward for alternative work
97 have been recommended for retraining programmes
599 have been booked for registration in warehouse operative roles

2018 Highlights

We created a real living wage calculator and influenced clients to adjust pay rates

We converted **3,175** colleagues from temporary to permanent roles

We redeployed over **200** candidates after a major site closure

We put over **1000** people through health and safety training

We agreed a **2.5%** charity contribution with our print supplier

We moved to **One Pay** as an alternative to salary payments by cheque

Back to Work Success Stories



Lives changed
through B2W
schemes

PMP have worked with Medaille Trust to support survivors of modern slavery back to the workplace - collaborating with JtDT to offer additional behaviour and language skills. To date we've found employment for 5 survivors at an XPO Logistics site in Manchester.



Colleagues
Assigned
By PMP

PMP are fortunate to work alongside a forward thinking client; XPO Logistics who offer employment to people with a range of disabilities. Through a close partnership with Reed, who specialise in helping people with health problems back to work, PMP have successfully placed individuals who experience anxiety, dyslexia and dyspraxia, cardiovascular issues and loss of hearing at the clients Barnsley site.



We currently
collaborate
with 25 Back
to Work
partners
across our
network





Guiding Principle

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:

Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

1

NO
POVERTY



2

ZERO
HUNGER



3

GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

PMP's Impact

The development of our existing workforce is essential in creating a sustainable future. PMP have utilised the apprenticeship levy to; upskill colleagues, attract new talent and revolutionise our workforce.

PMP recognise that investment and development of our people makes them feel valued and appreciated. By boosting skills, and creating new programmes to meet the needs of the industry, we're creating more opportunities for personal growth

Testimonials

I joined PMP 10 years ago and the business has continually supported and helped me progress. PMP invested in my personal development and enrolled me on to a high potential course which helped me realise where my strengths really lay. I used the course as an opportunity to develop my skills, not only as a Manager but also as an employee. This gave me the confidence to successfully apply for the role of National Operations Manager which I successfully achieved. I now feel as though this is where I belong within PMP and look forward to growing and progressing.

- Helen Buckingham, National Operations Manager

When I came to the UK, I was looking for a chance to have new experiences in my life. I was working in the Judiciary system in Brazil for over 10 years and had an established law career, but I wanted a change. Do a Master's degree, experience a new culture, improve my English skills, try different foods (although I'm not brave enough for the black pudding, I'm afraid) and, above it all, face the challenge to build a career from the scratch. And PMP allowed me to do so. They looked beyond my CV and previous job experience to see my potential. And it has been an amazing experience.

- Tissiana Santos, Branch Coordinator



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP:
Goal 12. Ensure sustainable consumption and production patterns



Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

PMP's Impact

In 2018 PMP regionalised its operation with the objective of delivering the same high level service but being more fuel efficient, and reducing mileage.

As a business we better utilised available technology by, where possible, replacing face to face meetings with conference calls or Google hangouts.

We moved to One Pay as an alternative to salary payments by cheque which reduced our impact on courier transportation.

14%

Reduction in fuel
expenses
(2017 'v' 2018)

57K

Less miles travelled
approximately
(2017 'v' 2018)





PMP
Recruitment

Guiding Principle

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



The Sustainable Development Goal that underpins the UN Guiding Principles and is relevant to PMP: **Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.**

1

NO
POVERTY



Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

2

ZERO
HUNGER



3

GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



PMP's Impact

In 2017 PMP began a partnership with Unseen based on encounters with modern slavery in its own operation, and in response to increased press coverage on the issue.

The business went through a process of changing the mindsets of its people through training, seminars and workshops. We needed to ensure that modern slavery wasn't seen as a taboo, and that suspicions weren't being hidden in fear of blame. PMP's people are now a driving force behind the abolition of modern slavery; they want to spot the signs, protect others, and remove victims from situations of forced labour... and not just to benefit us but to benefit our clients, candidates, colleagues and the industry as a whole.

In July 2018 we launched **BE SEEN, BE HEARD**, a campaign aimed at raising awareness of modern slavery in high volume recruitment and supply chains and encouraging best practice collaboration between business leaders. Find out more [here](#).

To date PMP have raised over £35,000 for Unseen through multiple initiatives.



Unseen is incredibly proud to join forces with the PMP in our shared mission to tackle modern slavery.

PMP have made great strides in embedding an ethical and sustainable business culture across the group and encouraging their clients and competitors to follow suit.

They are now seen as one of the leaders in their sector for raising awareness of forced labour and tackling modern slavery.

As a partner, I have been impressed by their sheer enthusiasm and genuine commitment to inspiring change.

- Andrew Wallis, OBE, CEO of Unseen UK



PMP
Recruitment

2018 Communication of Progress

Corporate Goal; Targets 2017/18



Target 2017/2018

Our colleagues will understand what becoming a Social Enterprise means to them and our clients

Partly achieved

Develop and implement an internal HR training module to focus on disability and mental health

Work in progress

Staff handbook updated and communicated digitally to all brands via the Employee Portal

Work in progress

Cordant Connect, the Group's onboarding system to be fully embedded in the business

Achieved for a significant part of the business

PMP to support all Cordant Group brands in becoming a Stronger Together Business Partner

Achieved in part; sister brands Cordant People and Security now Stronger Together Business Partners



PMP
Recruitment

2018 Communication of Progress

Corporate Goal; Targets 2018/19



Social Alignment - Our Strategy

Back in September 2017 our parent company, Cordant Group, became the UK's largest social enterprise on a mission to change lives one community at a time. Everyday PMP's people are changing lives... the essence of what we do is to offer sustainable employment so people can support themselves and their families - every time we find someone a job it's another life changed.





Social Alignment - Our Strategy



Good Jobs For All

Giving access to sustainable employment and reconnecting people with the workplace to ensuring they feel a sense of delight in their role;

We'll offer **sustainable pay and working hours** by; influencing clients to offer real living wage, guaranteed hours, temp to perm employment opportunities and flexibility

We'll ensure that working environments are **safe and productive**, offering the tools to report concerns and making a commitment continually improving workplace wellbeing

We'll reward a job well done and nurture workplace success by offering; effective onboarding, job role training and opportunities for performance improvement

We will commit to being an inclusive and diverse employer by making all jobs, internal and external, accessible to everyone and by collaborating with specialist partners



Giving Forward

We will give back to society through charity work and social partnerships. We'll support social peers and engaging with social suppliers and encourage employees to give back to society through fundraising and volunteering

Maximising Potential

We will provide opportunities for our people to develop and enhance their earning potential in order to live more fulfilled lives. We will ensure, colleagues and fresh talent looking for a route into recruitment, can achieve their goals and are given the **opportunity to progress** by offering personal development reviews, talent management and career path mapping as well as access to training, apprenticeships and development academies

Building Resilience

We will promote health and wellbeing by supporting our people to live more meaningful lives and to overcome challenges life may throw at them

Promoting Social Business

We will inspire purposeful business practice, address social issues and increase our social impact in turn generating positive outcomes for society



Target 2018/19

Good Job Strategy

We want to reconnect people with a sense of delight in their work and strive to create more sustainable jobs for all

Sustainable Pay & Working Hours

Create the wage calculator tool and trial with a client with a positive outcome on pay and/or hours for our workers

Safe, Productive Working Environments

Make improvements across our client network, in line with welfare facilities audit carried out by PMP

Promoting Success

Continue to improve temporary to permanent conversions for our in branch colleagues

Inclusion & Diversity

Identify timescale and implement process to; achieve Disability Confident level 2, and report on equal opportunity status

Giving Forward Strategy

We will give back to society through charity work and social partnerships which positively impact our communities

Supporting Social Business

Move signage and marketing print to Nuneaton signs, who are a social enterprise

Charity Work and Volunteering

Continue to encourage colleagues to engage with fundraising activity and entire brand to continue supporting Unseen

Maximising Potential Strategy

We will provide opportunities for our people to enhance their earning potential in order to live a more fulfilled life

Progression Opportunities

Implement Group wide job page. Review/improve Personal Development Review process, aim of 80% participation

Development Academy

We will identify a 'step up academy' at Level 3 for non management staff

Building Resilience Strategy

We will promote health and wellbeing by supporting our people to live meaningful lives and overcome challenges

Health and Wellbeing

Carry out wellbeing survey to all perm colleagues. Roll out a programme of campaigns to promote health and wellbeing



PMP
Recruitment



PMP
Recruitment

Oriel House | 55-57 Sheep Street | Northampton | NN1 2NE | UK
01604 602700 | www.pmprecruitment.co.uk

As a stakeholder of the UNGC, and as business on a journey to becoming a Social Enterprise, PMP Recruitment would appreciate any feedback and comments on its 2018 Communication of Progress which now includes an assessment of how PMP supports some of the Sustainable Development Goals.