



PMP
Recruitment

2019 Communication of Progress

United Nations Global Compact



Welcome

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

PMP Recruitment is part of the Cordant Group, the largest social business in the UK. We are a leading name in the recruitment industry, and as suppliers of temporary labour and managed service solutions we're experts in peak, productivity management as well as permanent hires.

As a privately-owned staffing company with more than 20 years industry experience, PMP know what it means and what it takes to be a dedicated partner, and is extremely committed to the long-term success of its clients.

Our mission is to attract and retain the best job-seekers, manage successful recruitment campaigns and to be a sustainable business, invested in the growth of our contracts.

This year we have focused on our Group's social business mission - **Survive, Thrive** and **Revive** and how, through this, we can directly impact the Sustainable Development Goals (SDGs) and Targets under the areas of human rights, labour standards, the environment and anti-corruption, encompassed in the 10 Principles.

We have aligned PMP's achievements with both the relevant Guiding Principle(s) and Social Development Goals (SDGs). This includes our performance in 2018-19 and our future commitments.

As a stakeholder of the UNGC, PMP would appreciate any feedback and comments on its 2019 Communication Of Progress.





Statement of Support

PMP Recruitment provide individuals with a platform to thrive. We have transformed the candidate experience, impacted the lives of vulnerable people, confronted issues surrounding modern slavery, and raised much-needed funds for charity.

As part of the Cordant Group we recognised the need to change and have a strong desire and vision to build a new model for doing business, that puts people and planet before profit.

In 2017 we took the natural next step; we became a social business. We're proud to be part of the biggest social business in the UK and to be amongst a group of forward thinking companies who are using business to improve society.

We're still at the beginning of our transformational journey, but have been busy laying the groundwork for a different way of doing business. Our social impact goals define how we will live our purpose: to improve society, person by person.

This document confirms our commitment to the UN COP Principles and Sustainable Development Goals, whilst highlighting our key achievements. We have worked on 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





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Cordant - Social Business

Our social impact goals define how we will live our purpose:

To improve society, person by person.



SURVIVE

We're helping people to overcome hardship by providing them with good jobs, sustainable earnings and the tools to build personal resilience.



THRIVE

We're enabling people to become the best version of themselves, providing opportunities to develop, progress and enhance overall wellbeing.



REVIVE

We're creating systemic change by being a positive role model for better business, putting people and society at the heart of what we do.



Business Update

PMP's 5P strategy aligns our key objectives as a brand.

Whilst aiming to position ourselves as industry experts and managed service supplier of choice, we also want to inspire colleagues, clients and candidates to make a difference to society.

Our sustainability wheel highlights the areas which have been the focus of transformation in 2019.

We have aligned our objectives with Cordant Group's social purpose to help achieve the social impact goals.



People
Focused



Progressive



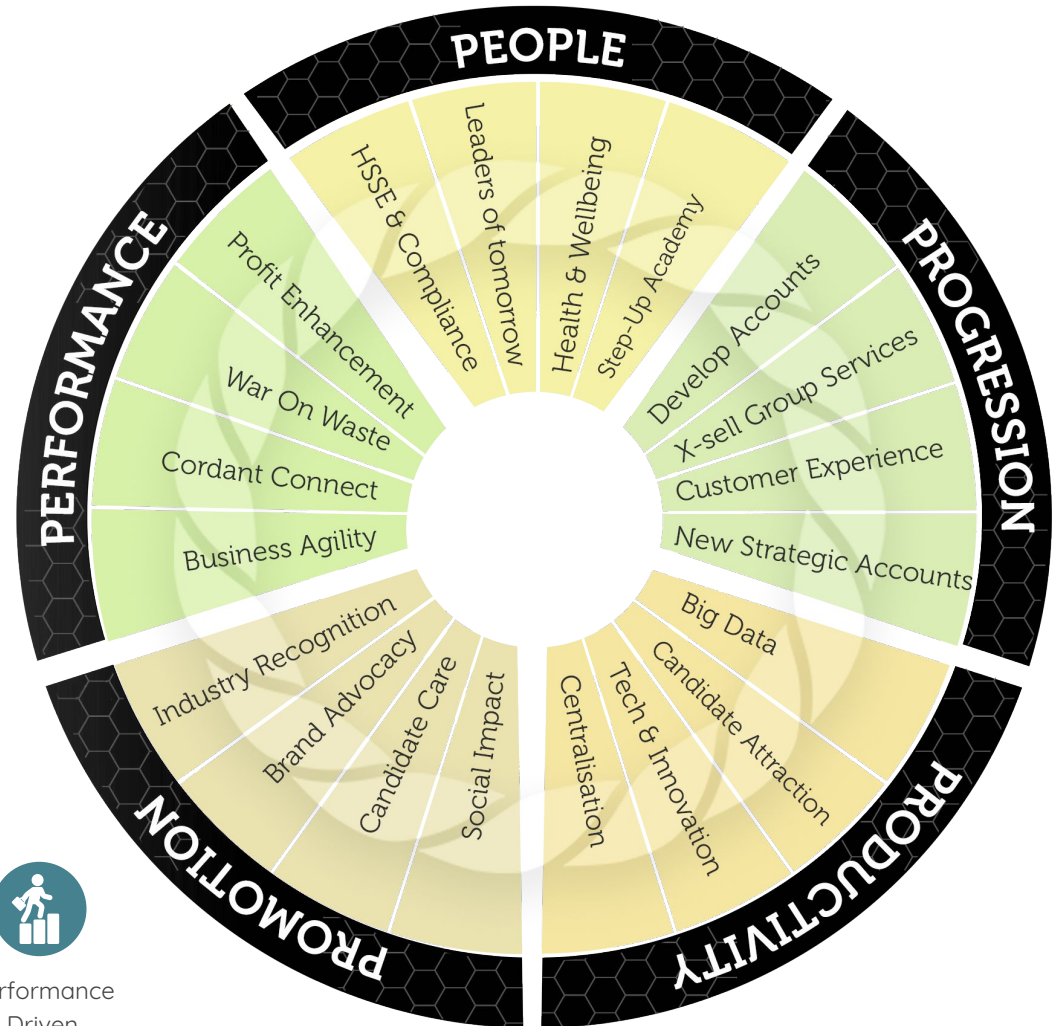
Principled
Promoters



Productive



Performance
Driven





Business Update



PEOPLE

We are continuing to focus on the health and wellbeing of our colleagues. We recently implemented a Group wide programme with activities based around physical and mental health. In addition to this we are also developing strategies to support colleagues with their financial wellbeing.



PROGRESSION

We are focusing on the progression of our people, candidates and clients. We have developed a number of contracts and engaged with several clients to introduce Pay Parity in accordance with agency workers regulations and the removal of Swedish Derogation contracts.



PRODUCTIVITY

We are developing our technology platforms to make processes more efficient and streamlined. The savings made from this strategy will give us the opportunity to invest back into the business and support all our colleagues with their professional development.



PROMOTION

Whilst continuing with our fundraising activities for our charity partner Unseen, and other worthy causes, we have also focused on developing our pre-employment programmes to provide equal opportunities for all members of society.



PERFORMANCE

Cordant Connect allows candidates to complete the onboarding process quicker and more efficiently than ever before. We are developing the system so that candidates have their own portal, are able to update their details immediately, and notify us of their shift preferences.



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.

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

1

NO
POVERTY



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.

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

PMP's objective is to help people overcome hardship by providing them with good jobs, sustainable earnings and the tools to build personal resilience.

Ensuring job security, regular pay and working hours, PMP is committed to supporting the wellbeing and stability of each employee, their families and communities.

Pay rates across the business all increased in line with regulatory increases. An impressive **70%** of PMP colleagues saw a year on year increase of at least 10% which equates to circa £1 p.h, well above regulatory increases.

What we've done...

We continue to influence clients to be National Minimum and National Living Wage compliant. We're committed to sustainable living wages for all and actively promote financial resilience across all our contracts.

This year we have introduced fixed weekly rotas for a large supermarket client, who has now committed to 30 hours per week and six hour minimum shift length for colleagues.

In 2019 we also supported homelessness charities, raising an incredible **£25k**. Cordant Group CEO, Chris Kenneally, walked 135 miles in 4 days in support of **LandAid**, raising an amazing **£14K** for the youth homelessness charity.

Colleagues from PMP also completed the gruelling Yorkshire Three Peaks Challenge, where a fearless 35-strong squad raised **£7,397 for Centrepont**.





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

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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.

Our Retain, Retrain and Redeploy initiative continues to support temporary colleagues to find a new role when they reach the end of their contract.

This year we have converted **12%** of colleagues from temporary to permanent positions.

What we've been doing...

Through training, upskilling, exploring temp to perm opportunities and placement with other clients or Group brands, we ensure our people do not have to return to unemployment. This is part of our Group social purpose and our aim to help our colleagues to thrive.

We utilise our relationships with clients, Group brands and second tier suppliers to ensure that we can, where possible, offer our colleagues work once their contract has ended and train them to work in different roles.

In addition to this we encourage our clients to offer our colleagues permanent contracts and have supported one particular client with 2005 temp to perm conversions so far this year.

We have also engaged with a number of clients to introduce Pay Parity in accordance with the agency workers regulations 2010 and the removal of Swedish Derogation contracts.



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

Our Group has created a collaborative working party focused on giving colleagues better access to health and wellbeing knowledge and support.

When we improve our health in one area, this positively impacts the others. Our wellbeing strategy promotes quality of life in three interconnected areas: financial, mental and physical.

Case Study

Early this year, in partnership with Neyber we rolled out a wellbeing survey. The survey was completed by over 2,500 people, and in response to the data, we are working with potential partners to explore solutions to support our colleagues health and wellbeing. Along with promoting services such as financial education and support, low cost loans, and advanced pay.

The results of the wellbeing survey identified that we should prioritise mental and financial support amongst colleagues.



Of respondents
rated their mental
health as good



Told us they
were unhappy



Would welcome
financial help
and support



Are in a continual
debt cycle



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

1

NO
POVERTY



2

ZERO
HUNGER



3

GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



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GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



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.

What we've been doing

This year PMP has begun taking a preventative and proactive approach to wellbeing, focussing on the individual.

In June we set up a 10 week health and wellbeing initiative with the aim of encouraging colleagues from across the Cordant Group to improve their health - taking one hour, every Thursday, to focus on themselves, their fitness and their mobility through a group training session at a local gym.

The initiative isn't all about fitness. It has also been designed to draw attention to wellbeing activities such as focusing on how much sleep colleagues get, how much water they drink throughout the day and also promoting positive feedback and comments to other members of the group.

The awareness that the health and wellbeing programme has generated across the Group has been successful in promoting a healthy work-life balance whilst encouraging colleagues to chat to their peers about any mental or physical health problems.

The trial, which was run in Manchester, was a great success. We are now in the planning phase of implementing this initiative into one of our client sites.





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 has continued to invest in the Step Up Academy, providing colleagues in junior roles with career progression opportunities, and in 'leaders of tomorrow' through the high potential and operational excellence programmes.

New for 2019, we launched a UN Global Compact workshop, to raise awareness of the Human Rights Principles and the Sustainable Development Goals.

Additionally, all PMP managers attended a session on our social business which included follow-up online training.

Investment in People

Our Learning and Development team continues to 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. This year we have also introduced senior leadership development days which enables leaders of the business to reflect on how they can maximise their impact and drive the organisation forward.

2019 YTD



119

People enrolled on apprenticeships



2600

Received pre-employment training



550

Workshops conducted



3505

Enrolled on e-learning



5519

Received training



Human Rights



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

For the second year PMP published its gender pay gap report, and has 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.

We are also committed to gender equality in our job role advertising. Our research identified that hidden gender bias in job descriptions can result in reduced applications. The PMP working party ensures our adverts are not gender bias.

PMP's voluntary attrition rate for 2019 YTD is circa **15%**, low for the temporary labour industry.





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.



The Global Recruiter Award Winners

In June 2019 PMP was awarded **Best Large Recruitment Business**.

Recognising PMP's positive impact the judges said PMP were, "a great example of a company that can completely change their game. Ground breaking, innovative and excellent on all counts! A great vision and well executed... clearly a great place to work with a very set mission for everyone."

Campaign for Good Winners 2019

In July 2019 PMP was awarded **Best Equality & Inclusion Cause Campaign**.

Our BE SEEN, BE HEARD campaign, in partnership with Charity Unseen, aimed to raise awareness of the Modern Slavery Helpline among workers most at risk. It also wanted to publicise the devastating impact of modern slavery to other businesses. Judge's feedback on the campaign was, "an incredible campaign - so simple, but such a fantastic impact."



Guiding Principle

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

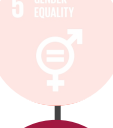
Principle 4: The elimination of all forms of forced and compulsory labour.

Principle 5: The effective abolition of child labour.

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.**



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 continue to focus on raising awareness of modern slavery. We have conducted national modern slavery seminars with guest speakers from Unseen, delivered training solutions to clients and hosted fundraising activity including bake sales and sponsored indoor bike rides at clients sites.

On Anti-Slavery Day, 18th October 2018, we officially launched the Be Seen, Be Heard movement. Our social media campaign reached **140,000** people.

PMP also sit on the Cabinet Office roundtable which created the '**Hiding in Plain Sight**' campaign .

Eradicating Slavery

To date, **1,569** people have carried out modern slavery training, and **92** senior managers attended partnership seminars with Unseen.

We have worked with the Medaille Trust to find employment opportunities for **11** survivors of slavery, and partnered with UK charity Unseen to launch Be Seen, Be Heard.

Be Seen, Be Heard won Best Equality and Inclusion Cause at the 2019 Campaign For Good Awards

The campaign also caught the attention of No.10 and the Home Office who we are now collaborating with on 'Britain Thinks', an ongoing research project which focuses on modern slavery within the manufacturing, warehousing, logistics and food processing sector.

PMP's commitment to raising awareness, and leading the fight against modern slavery, demonstrates that they are an ethical and compliant provider. It's great to know our colleagues are sourced by a business focused on human rights and fair treatment of workers."

- Al Humphries, Head of Procurement UK & Ireland, XPO Logistics



PMP Recruitment

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



Premiere People Northern Ireland
Tuesday at 10:00 · 0
Antrim on site teams are getting ready for Anti Slavery Day this Friday!
Raising money and awareness for a fantastic business support group 🙌
#stampOut #beseenheard #antislavery

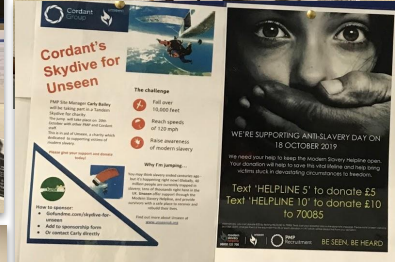


Out and about meeting the teams again, starting at XPO Milton Keynes Jackson Ford Alina Mariana Puiu



21

1 Comment · 1,110 Views



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 by working with our clients, take steps to make improvements wherever possible.

This year we have listened to our people and liaised with a number of clients to make site improvements including revamping kitchen facilities and improving office environments by moving from portacabins to main buildings.

Representation

Recognition with trade unions is not common practice within the recruitment industry however PMP has made a conscious effort to change this.

Workers are actively encouraged to get representation. We are also working with many of our clients to have employee forum representation on site.

Fundamentals Training

We have continued to deliver our Fundamentals Training programme, which was launched in 2018. This bespoke, eight week onboarding process enables new starters to flourish in their new roles, and provides them with vital support in the first few weeks of working for PMP.

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.

This year we have invested in course fluidity by moving all modules to our e-learning delivery platform. This has not only saved paper and time, but also provides better traceability and control of the individuals learning journey.

To date, **149** new starters have completed the new e-learning fundamentals training programme.

2019 Highlights



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

644 individuals with disabilities now in work

Colleagues participated in the Diana Awards

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

Think Compliance

We have introduced several new modules to our e-learning platform this year including Disciplinary Grievance and Social Business training.

We have also strengthened the e-learning compliance training with the relaunch of PMP's microsite which now includes documenting account processes. The microsite contains all Standard Operating Procedures which link to adherence of policies, including any legislative requirements we must meet.

So far this year over **180** colleagues completed and passed Modern Slavery, Agency Worker Regulations and Eligibility to Work training.

Over **200** colleagues have attended the Right to Work workshop training on:

- Home Office legislation covering the prevention of illegal working
- An employer's responsibility to hold a Statutory Excuse
- Acceptable documents for UK, EEA, and Non-EEA nationals
- Fraudulent documents and methods of forgery detection.

Retain, Retrain, Redeploy

Retain, Retrain, Redeploy supports our mission to keep colleagues in employment and invest in each worker's future.

By utilising the power of the Group, PMP is supporting temporary colleagues through training opportunities, utilisation of the apprenticeship levy and redeployment to other sites or roles in sectors such as cleaning, security or healthcare.

Talent Development

We continue to offer our internal talent development opportunities including, Operational Excellence and High Potential. These programmes are underpinned by professional qualifications, funded by the apprenticeship levy and include extensive supporting activities that provide further tools and exposure to develop skills, behaviours and knowledge across the business.

2019 success stories

Laura Babb has progressed from branch manager to regional branch manager. Her drive and motivation has established her as a role model to others. Helen Buckingham has progressed from project manager to national client service manager.

2019 Highlights

10,000+ colleagues receive the real living wage

We converted **5,458** colleagues from temporary to permanent roles (group)

We put over **1,500** people through modern day slavery training (group)

6,690 unbanked workers now receiving 100% earnings (group)

We found **11** survivors of slavery employment

44 people on leaders of tomorrow programme

119 colleagues on apprenticeships

Back to Work Success Stories

2217

Lives changed
through B2W
schemes

1050

Colleagues
found sustainable
employment

PMP continue to work with the Medaille Trust, supporting survivors of modern slavery back into the workplace.

So far this year we have found employment for an additional 11 survivors.

We have also joined forces with Shaw Trust, a charity that helps disabled and disadvantaged people into employment and improve their wellbeing.

To date we have found 12 individuals employment through our work with the Trust.





Guiding Principle

Environment

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

Principle 8: Undertake initiatives to promote greater environmental responsibility.

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 has utilised the apprenticeship levy to: upskill colleagues, attract new talent, and revolutionise its workforce.

PMP recognises that investment and development of its people makes them feel valued and appreciated. By boosting skills, and creating new programmes to meet the needs of the industry, PMP is creating more opportunities for personal growth.

Testimonials

"I am currently completing a Level 5 Apprenticeship in leadership & management. I chose this course because I wanted to improve my knowledge and skills in this area and to become a better manager for my team. The opportunities that it presented to me so far are that I've been able to lead and be part of projects in the wider organisation. I'm also able to use this new knowledge and skills to mentor my team on their PDRs and day-to-day tasks.

I'm learning lots of new skills. It's really challenging, pushing me and also instilling self-discipline to make sure that I get the work done."

- Laura Babb, branch manager, Peterborough

"The opportunities I've had since starting the Operational Excellence course are outstanding. The course is project managed here at River Island, as PMP setup a training academy for all new starters, which is ideal because that's exactly what the course is about. I am able to put into practice the knowledge I've learnt at the training academy right from the start. It's been extremely good, very useful and given me access to many more tools and skills."

- Eddie Tierney, site manager PMP - River Island



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

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



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

PMP's Impact

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

We have continued to embrace the use of technology into 2019 by replacing face-to-face meetings, wherever possible, with conference calls or Google hangouts.

In the last 12 months, we have helped **6,690** unbanked colleagues, who were losing out on up to 20% of their salary due to cheque cashing fees, open a bank account.

10%

Further reduction in fuel expenses (2018 'v' 2019)

45k

Less miles travelled approximately (2018 'v' 2019)





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



Our modern slavery strategy aims to empower all of us to help our colleagues. We're making sure that we have the skills to spot when someone might be exploited or in danger, and provide tools and procedures to address the problem.

2

ZERO HUNGER



3

GOOD HEALTH AND WELL-BEING



4

QUALITY EDUCATION



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GENDER EQUALITY



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DECENT WORK AND ECONOMIC GROWTH



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



PMP's Impact

PMP's partnership with charity Unseen continues to evolve. Following the official launch of BE SEEN BE HEARD on Anti-Slavery Day in October 2018, Unseen nominated PMP for 'Outstanding Contribution to the Fight Against Slavery' at the 2018 March Awards.

To date PMP has raised over **£40,000** for Unseen through multiple initiatives.

Calls to the Modern Slavery helpline increase by **29%** and 2000+ victims were identified during the campaign's run from October to November 2018.

Many of our clients are now collaborating with Unseen including Amazon, Nestle and XPO Logistics.

Multilingual BE SEEN, BE HEARD posters are on sites, promoting details of authorities and charities who support victims of modern day slavery.

'Spot the Signs' mandatory modern slavery and document check training has also been introduced.



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

I am impressed

by PMP's enthusiasm

and genuine commitment to increasing understanding of forced labour in the sector and it's great to see them encouraging others 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."

- Andrew Wallis, OBE, CEO of Unseen



PMP
Recruitment

2019 Communication of Progress

Corporate Goal: Targets



Target Review 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



We created the wage calculator tool and are in discussions with a key client regarding its trial

Safe, Productive Working Environments



We conducted the welfare facilities audit of workers environments and have implemented a number of improvements at client sites

Promoting Success



We increased the number of temporary to permanent colleagues by 12%

Inclusion & Diversity



We achieved Disability Confident level 2, and now produce social mobility reports

Giving Forward Strategy

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

Supporting Social Business



We moved signage print to Nuneaton signs, who are a social enterprise

Charity Work and Volunteering



We continue to encourage colleagues to engage with fundraising activities and continue to support 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



Internal jobs are now visible to all colleagues and the evaluation of the Personal Development Review conducted and recommendations are made

Development Academy



We introduced the Emerging Talent Programme

Building Resilience Strategy

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

Health and Wellbeing



Trailed a health and wellbeing initiative in the North West, encouraging colleagues to improve their health

Financial Wellbeing



In partnership with Neyber we rolled out a wellbeing survey, the results will inform initiatives to promote financial resilience



Social Alignment - Our Strategy

PMP is proud to be part of the Cordant Group, the largest social business in the UK, using purpose to drive meaningful profit, and to improve society.

As a social business, we're about so much more than just jobs. We're about helping thousands of people to live good lives. Our success lies in our positive impact. We're welcoming a new era of shared values, enhanced cooperation, and building a stronger society together, person by person.





Social Alignment - Our Strategy



Good Jobs

Promoting a diverse and inclusive workforce, enabling people to find good jobs which suit their personal needs and circumstances.

We help people overcome hardship by providing them with good jobs, sustainable earnings and the tools to build personal resilience.

Our modern slavery strategy aims to empower all of us to help our colleagues. We're making sure that we learn to see when someone might be exploited or in danger, and provide tools and procedures to address the problem.

To date, **1,569** people have carried out modern slavery training, and **92** senior managers attended partnership seminars with Unseen.

We have worked with the Medaille Trust to find employment opportunities for **11** survivors of slavery, and partnered with Unseen UK to launch Be Seen, Be Heard, which raises awareness of modern slavery in high volume workforces.



Giving Forward

Making a difference by supporting social businesses and charities, and allowing colleagues to volunteer their time to good causes.



Maximising Potential

Supporting underrepresented social groups to realise their potential, enhance their earnings and improve their health and wellbeing.



Building Resilience

Implementing wellbeing strategies to help people build financial and personal resilience needed to live a sustainable and fulfilling life.



Reviving Business

Becoming better business role models and influencing the social business debate through engagement with thought leaders.



Target 2019/20



SURVIVE



THRIVE



REVIVE

Good Job Strategy



Labour market technology



Sustainable working hours



Sustainable employment



Accreditations

We will promote a diverse and inclusive workforce enabling people to find sustainable jobs that suit their needs.

Implement labour market demographic technology to provide clients with accurate data and promote living wage rates

Increase the average number of worker hours

Develop technology to assist job seekers in finding sustainable employment

Become Living Wage Foundation accredited by the end of 2020

Giving Forward Strategy



Volunteering opportunity



Recycling



Reward Cord

We will support social businesses and charities, and allow colleagues to volunteer their time to good causes.

Develop a 'second job' policy that enables colleagues to volunteer and contribute to society

Increase the recycling activities across our branches

Relaunch and increase the number of users benefiting from Reward Cord



Target 2019/20



SURVIVE



THRIVE



REVIVE

Maximising Potential Strategy

We will support underrepresented social groups to enhance their earnings and improve their health and wellbeing.



Health and wellbeing initiative

Introduce our health and wellbeing partner to one of our clients



Develop partnerships

To establish career coaching and mentoring hubs across the UK

Building Resilience Strategy

We will develop wellbeing strategies to help people build financial and personal resilience



Community health & wellbeing

Devise a solution to promote, support and encourage physical, mental, social and financial wellbeing in our community

Reviving Business Strategy

We will become business role models and influence the social business debate through engagement with thought leaders



Review fleet

Review of company vehicle fleet towards more environmentally friendly options



Review energy suppliers

Introduce renewable energy supplier to PMP colleagues



PMP
Recruitment



PMP
Recruitment

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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 2019 Communication of Progress which now includes an assessment of how PMP supports some of the Sustainable Development Goals.