

H.E. António Guterres  
Secretary-General United Nations  
New York, NY 10017  
USA

1 August 2022

Dear Secretary-General,

**PageGroup's continued commitment to the principles of the UN Global Compact**

I am pleased to confirm that PageGroup reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

PageGroup has also selected and incorporated four of the seventeen United Nations Sustainable Development Goals (SDGs) into our overall strategy:

1. Gender equality (SDG 5)
2. Decent work and economic growth (SDG 8)
3. Reduce inequality (SDG 10)
4. Climate action (SDG 13)

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Steve Ingham CBE  
Chief Executive Office

## UN Global Compact

The following table provides an overview of how PageGroup has implemented the Ten Principles across our business and service lines. This communication on progress is relevant to the period October 2021 to August 2022. More information is in our [Sustainability Report 2021](#).

| Principle  | Commitment   | Highlights from FY '21   | Additional Information  |
|--|--|--|---|
| <b>Human Rights</b>  |  |  |   |
| 1. Businesses should support and respect the protection of internationally proclaimed human rights | PageGroup recognises that human rights are an integral part of responsible business conduct, and we are <u>targeting to positively impact over 1 million lives in the ten years to 2030</u> , both via placement in employment opportunities and through access to our social impact programmes.   | We are conscious of our unique positioning to nurture both lives and careers. Affronted by the inequalities heightened by the Covid-19 pandemic, we channelled our efforts and invested heavily in our initiatives targeting social disadvantage.  | <a href="#">Sustainability Report 2021</a> , pages 23 – 24                                  |
| 2. Businesses should make sure that they are not complicit in human rights abuses.                 | Our purpose is to change lives for people through creating opportunity to reach potential. We are committed to ensuring professional success for our clients, candidates and employees and this is underpinned by our Company values of passion, determination, working as a team, enjoying what we do and making a difference.<br><br>We support and uphold human rights principles and international standards. We will not tolerate, engage in, or support the use of, forced or child labour. This expectation extends to all our business partners and suppliers and is specifically reinforced in the PageGroup Suppliers Code of Conduct. | In 2021 we have positively impacted 114,000 lives. This means since 2020 we have added a further 236,000 towards our goal of positively changing over a million lives within ten years.<br><br>In 2021, we recorded an 82% positive score for employee engagement in our latest Employee Engagement Survey. This compares with 83% in the last equivalent survey performed in 2019. The 2021 survey was a combination of questions, including: how valued our people felt; how proud they were to work for PageGroup; and how they can see their work relates to PageGroup's purpose of changing lives for people through creating opportunity to reach potential. | <a href="#">Annual Report and Accounts 2021</a> , Key Performance Indicators, Pages 23 - 24 |

| Principle  | Commitment  | Highlights from FY '21   | Additional Information  |
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| <b>Labour</b>  |   |  |   |
| 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | PageGroup and its suppliers work together to have in place policies and processes recognising, respecting and protecting the labour rights of their employees, supply chain, stakeholders and communities within which they operate.  | As of 31 December 2021, there were 62% men and 38% women holding positions of Associate Director (and equivalent) and above. Testament to the success of our initiatives, <u>throughout 2021 we had 50% female promotions to MD level</u> .  | <a href="#">Supplier Code of Conduct</a>                              |
| 4. Businesses should uphold the elimination of all forms of forced and compulsory labour                                   | Demonstrating our commitment to gender equality within the workplace, in 2021 PageGroup joined the UN Gender Equality accelerator Programme, which is a UN Global Compact initiative aimed at setting and reaching ambitious corporate targets for women's representation and leadership. We are committed to ensuring gender parity within our company. This follows a long history of PageGroup's efforts to ensure upward promotion of female talent.                            | PageGroup recognise we still have a long way to go to meet our target of 50% by 2030. We know our Women@Page initiatives increases opportunity and delivers success that will result in our female colleagues continuing to flourish in our organisation.  | <a href="#">Employee Code of Conduct</a>                              |
| 5. Businesses should uphold the effective abolition of child labour  |   |  | <a href="#">Sustainability Report 2021</a> , pages 9 – 10 and 35 - 36 |
| 6. Businesses should eliminate discrimination in respect of employment and occupation.                                     | Our Employee and Supplier Code of Conducts reinforces values and behaviours endorsed by PageGroup. These Code of Conducts also provide a clear position on a range of issues that help PageGroup, our employees and suppliers identify, understand, and manage expectations in good practice in labour rights and modern slavery.<br><br>These policies are also intended to protect our workforce and those we place with clients from poor labour practices such as child labour, | In the UK, our Unity@Page mentees have been nominated as members of the senior management team and UK based Executive Board members.<br><br>In 2021, we signed the Race at Work Charter and have put in place a Unity Steering Committees. Across PageGroup our initiatives have seen the UK participating in the #10000 Black Interns programme and supporting Black History Month including a live webinar 'Proud to be – Black & British'. In May 2021 the USA and UK hosted an event celebrating World Culture Day with performances from some of our incredibly talented employees. | <a href="#">Annual Report and Accounts 2021</a> , Pages 31, 32 and 87 |

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|  | <p>forced labour, trafficking, slavery, discrimination or harassment.</p> <p>Our Unity@Page strategy is aimed at greater diversity, equity and inclusion for our workforce. The strategy includes our Reverse Mentoring Programme. This successful initiative involves our culturally diverse employees mentoring our senior leaders.</p> <p>Through our Supplier Code of Conduct, we uphold the freedom to freely associate with others, form and join (or refrain from joining) organisations of their choice and bargain collectively without interference.</p> <p>We are a people business. We strive to ensure that this is reflected in a positive and inclusive culture, underpinned by our values and behaviours, which helps us to retain the best talent and deliver for our clients, our communities and each other.</p> | <p>PageGroup focus on creating an environment where every individual can thrive and is supporting and promoting the message of acceptance without exception. In February 2021 we ran a Global Live Event which included very personal and moving contributions from our senior LGBTQ+ role models and allies.</p> |  |
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| Principle  | Commitment  | Highlights from FY '21  | Additional Information  |
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| <b>Environment</b>   |   |   |   |
| 7. Businesses should support a precautionary approach to environmental challenges                      | PageGroup is committed to managing its environmental impacts proactively and we set out to become carbon net zero with the ambition of becoming carbon positive by 2026.  | PageGroup has a strong history of doing good for society and for the environment and in 2021, we made significant inroads to achieving our environmental goals. We <u>increased our consumption of renewable energy and environmentally friendly buildings by 46%, or in other words 53% of our office footprint.</u> As a Group we are also transitioning to a green car fleet to reducing our business travel emissions and in July 2021, our UK business launched an electronic and hybrid car scheme as part of the Group's efforts to decarbonise. | <a href="#">Supplier Code of Conduct</a><br><a href="#">Sustainability Report 2021</a><br><a href="#">Annual Report and Accounts 2021</a> , Pages 39 - 46 |
| 8. Businesses should undertake initiatives to promote greater environmental responsibility             | We are committed to meeting the requirements for reporting in compliance with the Task Force for Climate related Financial Disclosure (TCFD) and actively aim to continue producing environmental disclosure that allows our stakeholders to assess our impact on climate change and the steps we are taking to manage the related risks. |   |   |
| 9. Businesses should encourage the development and diffusion of environmentally friendly technologies. | Our Supplier Code of Conduct sets out key environmental behaviours that we want them to abide by and we will continue to work with our supply chain to develop ways to reduce environmental impacts.  | Importantly, in the period we increased our reporting capability and transparency. We were therefore delighted to partner with Ecometrica, a SaaS system, <u>to now report on our scope 1, 2 and 3 emissions.</u> Also, for the first time, we engaged with CDP and are delighted to be assigned a C rating. During 2022, we will investigate science-based targets to ensure that our strategy to reduce emissions is in line with the Paris Agreement.  |   |

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| <b>Anti-Corruption</b>   |  |  |  |
| 10. Businesses should work against corruption in all its forms, including extortion and bribery. | <p>Our code of conduct for employees' and suppliers explicitly prohibits engaging in bribery or corruption in any form. These group-wide code of conducts sets out our commitment to stamp out corruption and includes guidance to assess risks and report concerns.</p> <p>Policies and procedures are documented over both financial controls and non-quantifiable areas such as the Group's whistleblowing policy and its policy relating to anti-bribery and corruption and gifts and hospitality.</p> | PageGroup Audit Committee reviews annually our gifts and entertainment register. The review undertaken in 2021 showed there was a <u>good understanding of the issues, and no breaches</u> were reported. Additionally, the Company operates a global "Speak Up" helpline and actively promotes its use for any ethical matters. | <a href="#">Supplier Code of Conduct</a><br><br><a href="#">Employee Code of Conduct</a> |

| Principle   | Commitment  | Highlights from FY '21   | Additional Information  |
|---|---|--|---|
| <b>Sustainable Development Goals (SDGs)</b>   |   |  |   |
| 1. Gender equality (SDG 5)<br><br>2. Decent work and economic growth (SDG 8)<br><br>8. Reduce inequality (SDG 10)<br><br>4. Climate action (SDG 13) | <p>The focus of our sustainability ambition is setting goals and objective that scale our collective impact and accelerate our contribution to the UN Sustainable Development Goals (SDGs). Our commitments listed below contribute to Gender equality (SDG 5), Decent work and economic growth, (SDG 8), Reduce inequality (SDG 10) and Climate action (SDG 13).</p> <ul style="list-style-type: none"> <li>To positively change over 1 million lives in the ten years to 2030.</li> <li>To target an increase in gender diversity within our senior management to 50/50 by 2030.</li> <li>Establish a meaningful global sustainability business by 2026.</li> <li>To become carbon net zero with the ambition of becoming carbon positive by 2026.</li> </ul> | <p>In 2021, through the work of PageGroups placements, <u>over 101K people accessed decent work</u>. These people benefited from work that met their aspirations, delivered fair income, security in the workplace and social protection for their families. Over 13K people also accessed our social impact programmes for support.</p> <p>PageGroup established team tasked with establishing and driving opportunities forward to grow a new business 'sustainability' function to respond to the anticipated changes and opportunity derived from transitioning to net-zero and the green job sector. In 2021, <u>we reported a 5% increase on the percentage</u> of net fees generated from sustainability roles.</p> <p>As of 31 December 2021, PageGroup had 62% men and 38% women holding positions of Associate Director (and equivalent) and above. Through, 2021 we had 50% female promotions to MD level.</p> <p>In 2021, we made inroads to achieving our environmental goals. We increased our consumption of renewable energy and environmentally friendly buildings by 46%, or in other words 53% of our office footprint.</p> | <p><a href="#">Sustainability Report 2021</a></p> <p><a href="#">Annual Report and Accounts 2021</a>, Page 39</p> |