

Communication on progress to the UN Global Compact

From November 2021 to November 2022

|sr group

thesrgroup.com

Statement of support

"I am pleased to reaffirm The SR Group's commitment to the UN Global Compact's Ten Principles in the areas of human rights, labour, the environment and anti-corruption.

This is our first **Communication on Progress**. We have outlined the key principles by which we operate, our approach to implementation, and the measures of our success.

Since November 2021 we have made a concerted effort to address sustainability across the different facets of our business. We took our first steps on the path to net zero, and our decision to relocate our headquarters this year gave us a real opportunity to implement new ways of working and address our material impact. I am proud of the progress we have made in the past twelve months and firmly believe that the actions outlined in this report will have a positive impact on our business, our clients and the wider community in years to come.

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



David Buckley
CEO

sr group



Proud member of the UN Global Compact Network UK

Highlights of 2022



We submitted our first report to the Carbon Disclosure Project, with 2022 becoming our baseline year for our path to net zero.



Our UK Gender Pay Gap report revealed 0% pay gap for our permanent employees.



We relocated over a third of our workforce to new headquarters running off 100% renewable energy



We launched the Frazer Jones Trustee Network, a community that connects non-profit businesses with Trustees across the UK.

About us

The SR Group is a global search and recruitment company comprising specialist search and recruitment consultancies Brewer Morris, Carter Murray, Frazer Jones and Taylor Root.

With 14 international offices, our teams cover specialisms including tax, treasury, senior finance, legal, risk and compliance, marketing, sales and human resources in every corner of the world.

We're a global business with a trusted reputation, and as such have a professional responsibility to the communities we serve.

15,000

Is how many people we've helped find new roles over the past five years

400+

Is the number of staff we employ globally

1,500

Is approximately how many clients we work with every year

UK and Ireland
London, Ireland,
Bristol, Birmingham

USA
New York

Middle East
Dubai

Europe
Amsterdam, Dusseldorf,
Munich, Frankfurt, Milan

Asia
Singapore, Hong Kong

Australia
Sydney, Melbourne

The SR Group

| brewer morris

Brewer Morris is a trusted tax, treasury and senior finance search and recruitment consultancy.

Through integrity, flexibility, specialist expertise and always delivering results, we've built lasting relationships with professionals and businesses.

brewermorris.com

| taylor root

Taylor Root is a global legal, risk and compliance search and recruitment consultancy.

Forming lasting partnerships with their clients and candidates, they are constantly evolving and continue to shape the world's legal, risk and compliance markets.

taylorroot.com

| carter murray

Carter Murray is a global search and recruitment consultancy dedicated to marketing and sales.

Through deep expertise within our markets, we're consistently able to fulfil even the most complex briefs and match the best specialist to every role.

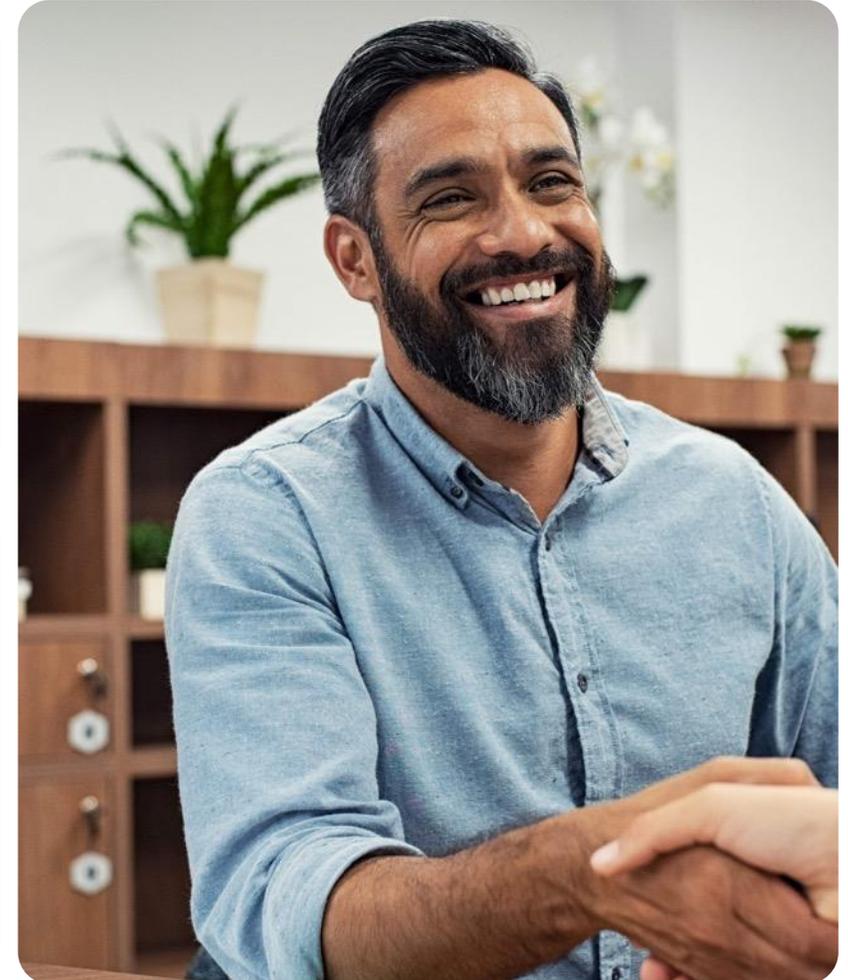
cartermurray.com

| frazer jones

Frazer Jones is a global HR executive search and recruitment consultancy.

They help HR professionals thrive and empower HR leaders to put people and culture at the heart of their business – creating a more progressive future, for everyone.

frazerjones.com



Our vision is to create a world where the future that employees, candidates and clients aspire to is always within reach.

Our mission is to provide excellence for clients, candidates and employees at every step of their business and career journeys. We enable companies to thrive and employees to develop their careers.

Our adherence to UN Global Compact principles

We are committed to the **Ten Principles** and strive to uphold them in our day to day business.



Human rights

- Principle one:** Businesses should support and respect the protection of internationally proclaimed human rights
- Principle two:** Make sure they are not complicit in human rights abuses



Labour

- Principle three:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle four:** The elimination of all forms of forced and compulsory labour
- Principle five:** The effective abolition of child labour
- Principle six:** The elimination of discrimination in respect of employment and occupation



Environment

- Principle seven:** Business should support a precautionary approach to environmental challenges
- Principle eight:** Undertake initiatives to promote greater environmental responsibility
- Principle nine:** Encourage the development and diffusion of environmentally friendly technologies

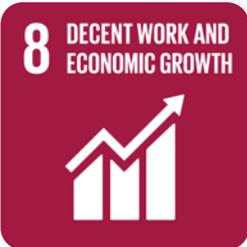


Anti-corruption

- Principle ten:** Businesses should work against corruption in all its forms, including extortion and bribery

Support for the Sustainable Development Goals

As signatories to the UN Global Compact we are committed to furthering the Sustainable Development Goals (SDGs) as part of our ongoing business practices. We have identified the following goals as those most closely aligned to our business, and the areas where we can have a greater positive impact.

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>We promote good health and wellbeing among our employees and offer an Employee Assistance Programme to our colleagues. We are signatories to the Mindful Business Charter, which advocates for respectful communication, protected rest time and mindful delegation. We train Mental Health First Aiders to offer support to all our colleagues and promote self care.</p>	 <p>10 REDUCED INEQUALITIES</p>	<p>Our diversity, equity and inclusion (DEI) Pledge highlights our commitment to reducing inequalities and providing a diverse and inclusive working environment, as well as promoting and advising on inclusive hiring practices to our clients. We run DEI initiatives around important causes including Neurodiversity Celebration Week, Pride and International Women's Day. We work with companies like Resurgo to support social mobility through employment.</p>
 <p>5 GENDER EQUALITY</p>	<p>Gender equality is a priority for The SR Group. 55% of senior roles are held by women, and our Partner cohort is 33% female. We promote fair hiring practices and highlight issues related to gender equity throughout the year. Our gender pay gap reporting confirms a 0% gap for unadjusted pay (excluding bonuses).</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>We have policies in place to protect human rights in our workplace and supply chains. Our supplier due diligence process ensures our suppliers' comply with human rights legislation. We do not work with suppliers who have been found to violate human rights.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>This SDG aligns closely with our vision and mission for The SR Group. We provide a collegiate workplace offering all colleagues the opportunity to learn and progress. We work with our clients to place candidates in well suited roles, and advise on current market conditions to ensure fair pay for the candidates we place.</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>As signatories to the UN Global Compact we are committed to furthering the Sustainable Development Goals and integrating them into our business. As we develop and grow, we aim to integrate a greater number of SDGs into our environmental social governance (ESG) strategy as we work towards a more sustainable, equitable and inclusive society.</p>

Human rights



Human rights

We have assessed the risk of potential threats to human rights principles and policies in our business. As a specialist in recruitment for professional services, we deem those risks to be low.

All suppliers to The SR Group are expected to meet our high professional standards and ensure compliance with all applicable legislation. We will not work with any supplier who has been found to have been involved in slavery or human trafficking.

Our employees are protected by internal policies, including anti-slavery and human trafficking, formal grievance, code of conduct and whistle-blowing policies, which provide both protection and a voice in challenging malpractice within the group.

For further details please visit

[Slavery and Human Trafficking Statement - The SR Group](#)



Implementation and outcomes

We have good visibility and a close relationship with our global supply chain.

All supplier contracts are reviewed by our Legal team or Contract Review team. We assess and attribute a risk rating to all suppliers. Any supplier identified as medium or high risk will be reviewed and where appropriate, further measures will be put in place.

We have introduced a Supplier Due Diligence Checklist and Supplier Code of Conduct which communicate our high ethical standards and expectations to Suppliers along with our zero-tolerance approach to slavery.

We will not work with any supplier who has been found to have been involved in slavery or human trafficking.

We issue mandatory training to all employees to help them identify potential incidences of modern slavery.

We conduct right to work and banking checks on all temporary workers and issue formal contracts that help to ensure all interim candidates work in a safe professional environment.



This year, we have had no significant incidents with any of our trading partners



We issue our supply chain code of conduct to all downstream supply chain partners



We have had no reports to our external whistleblower hotline regarding human rights concerns in our supply chain



100% of our employees have completed training in how to identify and raise concerns about suspected incidences of modern slavery

Labour



Labour

We believe that creating a workplace where all employees feel welcome, respected and supported is essential to our future success.

We assess work-related risks. We conduct regular reviews of our practices to ensure that our structures and systems are fair and equitable, and we are transparent with our employees about our policies and the decisions we take.

Social impact is an essential part of our business. We run a calendar of events, webinars, publications and initiatives that support our clients' sustainable goals, and help to foster best practice.



Implementation and outcomes

Our employee handbook sets out all policies relating to working conditions, performance recognition, health and safety, and equity at work.

All policies are reviewed on a regular basis by our management board.

We monitor the gender diversity of our workforce, and we publish our gender pay gap figures in line with the UK Government's regulations.

We are signatories to the Mindful Business Charter, and run initiatives that support wellbeing at work, including an Employee Assistance Programme, and training Mental Health Champions.

We have diversity, equity and inclusion (DEI) champions at every level of our organisation. This team work with our DEI steering committee and executive leadership to promote our DEI agenda.



No recorded health and safety incidents at work



100% of employees received performance reviews



Written company policy to obey national employment law and respect principles of relevant international standards in worldwide company operations



New agile working policy formally adopted offering hybrid work to all eligible employees



UK gender pay gap report published

The SR Group diversity, equity and inclusion (DEI) Pledge

We strive to provide a diverse, equitable and inclusive workspace for our employees, whilst providing a specialist search and consultancy service to our clients and candidates based on the values we hold as a business. Whilst we are proud of our successes to date, we know we can always do more and this is why we have committed to the creation of the DEI pledges below, which will help shape how we work as a global business moving forward.

A strong commitment to DEI is a vital component for any company's long-lasting success, not just our own, and it is imperative that we live our values internally with our colleagues and externally with our clients, candidates and suppliers. As recruiters, we are uniquely positioned to shape positive change and it is our responsibility to do all we can to strive towards a truly inclusive future for our business and to support our clients in achieving the same.



We commit to understanding and acknowledging our diversity profile. We will pro-actively identify the areas requiring improvement and we will both measure and communicate our progress



We commit to attracting, recruiting and developing diverse talent at The SR Group



We commit to building and maintaining a culture of belonging and inclusion, where everyone can bring their whole self to work, and instances of intolerance or prejudiced behaviour will not be accepted



We commit to building a pipeline of diverse talent to ensure our management and leadership team, and wider workforce, is balanced and reflective of the world around us



We commit to using our platform to positively affect change in the world of work and to always practice inclusive recruitment and promote the benefits of diversity to our clients



We commit to all of us doing our part and participating in making The SR Group a diverse and inclusive place for our employees to work for and our candidates, clients and suppliers to work with

Social impact

The SR Group's social impact programme is an integral part of our business. It informs the work we do at every level, from the daily business of individual employees to the delivery of our business services and our work in the wider community.

Our charity partner in the UK, Resurgo, works with disadvantaged young people to provide support, training and access to career opportunities to allow them to find work. They have a focus on social mobility, which is one of our own areas of focus as a recruitment specialist.

All employees have one paid day volunteering per year to donate to the charity or non-profit of their personal choosing.

Our teams around the world raise funds and awareness for issues that impact their local communities, including the Top Blokes Foundation (supporting men's mental health in Australia), Jobs4Refugees in Germany, and local foodbanks in Singapore.

In 2022, we launched the Frazer Jones UK Trustee Network, a pro-bono initiative that connects HR professionals with charities and non-profits looking to appoint trustees with much-needed expertise.

Read more: [Driving positive change through the Frazer Jones UK Trustee Network - Frazer Jones](#)



Environment



Environment

In order to demonstrate the highest standards of environmental management and practice, we strive not only to comply with all relevant environmental laws but to improve our overall environmental performance.

We are responsive to the environmental concerns of our clients and the communities in which we operate.

We advocate for environmental awareness amongst our staff, and we take collective responsibility for improving the efficiency of our resource consumption, and minimising the waste we generate.

We aim to work constructively with our suppliers to ensure that they establish and maintain appropriate environmental standards

We pledge to monitor and report our environmental progress using renowned international standards.



Carbon reporting

Our initial year's carbon footprint reporting for 2021 has registered with the CDP.

Whilst measuring our carbon footprint for 2021 was an important step on our path to net zero, we are aware that it is an incomplete picture and that a pandemic year does not reflect our typical patterns for business activity.

We have, therefore, taken the decision to use 2022 figures as our baseline year. We will decide on emissions reduction targets according to this data. We will calculate necessary offsetting and work to carbon neutrality before reducing all unnecessary emissions and offsetting the remainder in line with net-zero process. Our goal is to be net-zero by 2040 in line with the goals set by the City of London where we are headquartered.

	Tonnes CO2
Electricity	35.4
Commuting	8.46
Water usage	1.4495
WFH	145.69
Goods	215.18
	406.1795



Implementation and outcomes

As outlined on the previous page, we have determined that 2022 will act as our baseline year for measuring our carbon footprint. We will then roll out targets for emission reduction across our global locations, one at a time, following an offset / reduction model until we reach net zero.

We have moved to new headquarters in 2022 (see page 17), running on 100% renewable energy.

We have made further efficiency savings through reviewing our IT infrastructure and waste management.



2022 marks our first year of reporting to the Carbon Disclosure Project



Removal of all old IT equipment not compliant with energy efficient requirements. Old laptops refurbished responsibly and donated to our charity partner, Resurgo, or to staff in return for charity donations



New recycling points introduced in our offices for all electrical waste. Partnership with Envirowaste to dispose of all obsolete IT hardware responsibly



On premises data centre reduced by half with migration to a cloud-based service



All company laptops and monitors configured to low power mode with standby and lock screens



Reduced number of office printers by 50% and implemented a 'follow me' print queue system to further reduce waste

Sustainable decision-making in action



In 2022 we relocated our London headquarters following our permanent shift to a hybrid work policy, thereby reducing our physical office footprint. In relocating, we have:

- Reduced the average commute time for London-based employees by an average of 1.5 minutes, totalling approximately 519 hours of saved commuting time over a 12-month period
- Moved to a building that runs on 100% renewable energy
- Replaced all lighting with low-energy LED bulbs and installed energy-efficient hot water taps to replace kettles
- Retained the majority of existing desks, chairs, meeting room furniture and other kit to reduce landfill, and incorporated the existing office layout into our new design where possible to further reduce landfill and office spend
- Internal furnishings and carpets we didn't use were donated to schools, local community centres and hospices

The sustainable changes we implemented as part of this move have given us a blueprint for future office moves and will have an overall positive impact on our carbon footprint.

Anti-corruption



Anti-corruption

It is our stated policy to conduct all business in an honest and ethical manner.

We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

We have implemented, and enforce, effective systems to counter bribery and corruption.



Implementation and outcomes

We promote our 'Compliance quarter' initiative proactively to all staff to ensure that individual knowledge reflects best practice and any relevant changes or updates to legislation.

Our whistleblowing policy forms part of our employee handbook, given to all new staff on joining and available to colleagues at all times via our HR system.

We have checks and balances in place for all accounting systems and our annual financial statements are audited independently.

Our policies and protocols are reviewed by the board of directors at regular intervals.



All new employees received induction training including mandatory modules on compliance



100% completion for mandatory compliance training through our compliance quarter in 2021



0 incidences reported to our external whistle blower hotline



0 incidences of suspected corruption or bribery recorded in our gift register



0 incidences of public legal cases regarding corruption



Financial statements audited and published

Follow our progress



Find out more:

thesrgroup.com | esg@thesrgroup.com

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