

Our ESG policy is designed to ensure we take account of the impact that our actions and activities have on the economy, environment, and society. The prosperity of our business and the communities within which we operate requires a commitment to the sustainable management of our activities.

Our vision

"The next step is always a step up."

Our mission

To forge strong partnerships based on quality, value, and trust, to keep our candidates, clients and colleagues moving forward together.

This extends to the relationships we have with regulators, investors, suppliers, the community, and the environment. By fully engaging with all our stakeholders will ensure that we achieve our environmental, social and governance commitments.

Our commitment

Our ESG policy is based on the following principles, which are underpinned by the Search values:

Driven by ambition. We are a motivated, high-growth company and we believe that careers should be limitless. It is also about meeting the expectations of our stakeholders through the integration of our business values and operations.

Built on expertise. We are proud to be specialists in our field, understanding our clients, candidates, and stakeholder needs, we constantly learn, share our expertise, and focus on continuous improvement. We provide the necessary resources and expertise to realise our ESG commitments.

Delivered with integrity. in communicating our strategies, targets, performance, and governance to our stakeholders on our continual commitment to sustainable development.

Full of Resilience., We are tenacious, positive, and driven to achieve our goals and commitments.

Powered by teamwork. We strongly support each other, celebrate our successes, and have fun! Our employees are also given the flexibility and tools to meet our ESG commitments.

Our commitment to the 3 pillars of sustainability include:

ENVIRONMENTAL POLICY

We are committed to reducing our direct impact on the environment by actively managing our waste, emissions, and consumption of natural resources: What we will do:

- We have committed to Net Zero by 2050 and by reducing our Carbon footprint by 50% by 2030.
- We have taken positive climate action by carbon offsetting in 2023 and are now a certified carbon neutral business.
- We will continue to strive to improve our environmental performance. We are ISO14001 accredited and operate within this standard.
- We will raise awareness of all sustainability policies and procedures within our business.

- We will right-size our estate to positively impact on our carbon footprint.

How we will do it:

- We will train and engage with employees on all aspects of sustainability via our online learning platform Connect. Enabling our colleagues to actively participate in our commitment to achieving Net Zero.
- We will encourage our employees to actively recycle plastic, paper, aluminum, cardboard, and ink cartridges by providing designated recycling stations in all our offices.
- We will keep our energy wastage at a minimum by switching off lights, PCs, and other electrical devices wherever possible.
- We will commit to working only with suppliers who conduct their business responsibly and show consideration to the environment in which they operate.
- We will aim to keep paper wastage at a minimum by limiting the amount of stationery used and by encouraging employees to only print documents and emails when necessary.
- We will offer employees hybrid working models to reduce the carbon footprint generated from commuting.
- Tighter governance and controls around travel: Air, train, and hotel usage.
- We are currently looking into an EV scheme which will operate in a similar way to cycle to work scheme.

SOCIAL POLICY

Employees:

We aim to create a workplace that encourages diversity and equal opportunities for all.

What we will do:

- We will operate an equal opportunities policy for all present and future employees.
- We will offer our employees clear and fair terms of employment which are aligned with many family friendly working practices.
- We will provide provide training and resources to enable continual development and career progression opportunities.
- We will provide safeguards to ensure that all employees are treated with respect and without sexual, physical, or mental harassment.
- We will provide, and strive to maintain, a clean, healthy, and safe working environment.
- We will provide an EAP (Employee Assistance Programme) for all employees which is available 24/7, 365 days per year.

How we will do it:

- We will regularly review our workplace environments across all our sites to ensure that they meet the high standards all Search employees can expect. Our facilities management team will work to resolve any issues that arise in our office facilities.
- A section of our monthly board meeting will be dedicated to discussing employee wellness.
- We will commit to a series of employee wellness initiatives and campaigns throughout each year, driven by HR, communicated by Marketing, and embedded by a network of champions throughout the business.
- We will survey our employees at least once each year to monitor their wellbeing and will collate suggestions from employees on how we can improve as an employer.
- We will communicate with our employees in a timely and transparent way, across a range of channels, to ensure that they continue to be informed on all corporate, operational, and social matters.
- Provide access to Mental Health Ambassadors to support employee wellbeing.

Community/Charity:

We aim to play a positive role in society, by creating a culture that promotes employee volunteering, skills matching, career opportunities and fundraising. We will actively support local businesses and the communities in which we operate.

What we will do:

- We will encourage dialogue with local communities for mutual benefit on all aspects to support sustainability.
- We will support and encourage our employees to help local community organisations and activities across all the regions in which we operate.
- We will support local and national charities through fundraising and sponsorship.

How we will do it:

- We have contributed over £500K in 2022 to the Apprenticeship Levy fund to support training and employment opportunities in the local community.
- We have recruited 75 Level 2 Smart Meter Apprentices over the last 18 months to support growth in a skills shortage profession within the energy sector.
- We will promote meaningful employment opportunities to disadvantaged groups within the community.
- We will consult with our employees to select our charity partner and an annual basis.
- Our Charitable Donations, Community Support and Sponsorship policy allows for fundraising and/or a cash sum to be donated to community causes for the following reasons:

- Charitable donations to Nominated Charities, annually, on a regional basis.
- National Charity Days including, but not restricted to, Children in Need / Comic Relief / Sports Relief.
- Personal Sponsorship Requests, covering donations to Search employees who themselves commit to undertake an activity independently of Search and have requested a financial contribution.
- Community Support, covering requests for assistance or contributions to community initiatives.
- (e.g., food bank donations, Christmas shoe box, Christmas toy appeal, Easter Egg appeal.)

GOVERNANCE POLICY

Good governance is foundational to our business and all aspects of ESG, with our Board of Directors responsible for the overall ESG strategy. We embrace Board diversity in all its facets including skills, experience, gender, ethnicity, and race. Our aim is to ensure accountability, transparency, inclusivity, fairness and compliance in the sustainable operations and management of Search.

What we will do:

- We will ensure a high level of business performance, whilst minimizing and effectively managing risk.
- We will operate in a way that safeguards against unfair business practices.
- We will uphold the values of honesty, partnership, and fairness in our relationships with all stakeholders.
- We will procure independent auditors to provide an unbiased opinion to company stakeholders on sustainability performance.
- Our contracts will clearly set out the agreed terms, conditions, and the basis of our relationship.
- We will encourage suppliers and contractors to adopt responsible sustainability business policies and practices for mutual benefit.

How we will do it:

- We will make our financial results fully transparent and publicly available each year.
- We will hold all new suppliers to fair and rigorous checks prior to entering business with them.
- We will operate a simple and accessible complaints policy which allows all stakeholders to feedback unsatisfactory experiences with Search, for prompt resolution by the business.