

GI GROUP UK & IRELAND CORPORATE SOCIAL RESPONSIBILITY

REPORT 2026



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Gi Group Holding in the UK is a wholly owned subsidiary of Gi Group Holding S.p.A, a global recruitment and HR services provider with a mission to contribute, as a key player and on a global basis, to the evolution of the Labour Market and to emphasise the personal and social value of work.

As part of this mission, the global operations is aimed at building a sustainable Labour Market aligned to the UN Sustainable Development Goals and reinforced through a Code of Ethics, Global High-Level Policies and Values. Our **Sustainable Work Manifesto** is based upon four key pillars for **Sustainable Work**:

1. Sustainable Work guarantees dignity, regular contracts, protection from exploitation, safe working conditions, fair income, equality, personal wellbeing, and empowerment for individuals to have a voice in these areas.



3. Sustainable Work eliminates the hurdles that discourage or hinder workers from entering, remaining, or advancing in the labour market, while valuing personal contribution and ensuring equity and inclusion for all.

2. Sustainable Work establishes conditions that enable people and companies to actively sustain employability, engagement, and work life balance throughout an extended, healthy, and meaningful working life.

4. Sustainable Work aligns with ESG standards without compromising the ability of future generations' access to – and participation in – the labour market. It avoids the exploitation of human and environmental resources, while fuelling competences, innovation, and relations.

Gi Group Holding's commitment to sustainable, ethical and high-quality services is backed by robust governance and a broad portfolio of independently verified certifications, including SA8000:2014.

Our UK operations have been established for over 30 years and share the global passion for building a sustainable Labour Market, aligning our activities for the UK and Ireland marketplaces and people. Within this document we share our commitments, achievements and strategies to continue to improve and develop our CSR and Social Value activities.

As part of the global operations of Gi Group Holding, our UK CSR and Social Value commitment is supported by our global CSR Team and colleagues in other countries

Global Parent Company (Gi Group Holding S.p.A)

The Global Board of Directors and Global CSR Team establish global policies, processes and commitment to the UN Sustainable Development Goals to support country level activities

UK Executive & Senior Management Teams

Approve strategic objectives, take part in committees, promote CSR and social value activities

CSR & Social Value Committee (Reinforced by the EDI Committee, Compliance Team and Colleague Forum)

- Develop & implement CSR and Social Value strategies, lead and take part in CSR activities.
- Develop & support fundraising activities for charities
- Drive environmental best practice
- Promote employability and community activities.

Gi Group Holding UK Staff

- Organise and take part in activities including local, company wide and client specific social value commitments
- Promote our CSR and social value commitments through day to day service delivery

Our approach to Corporate Social Responsibility (CSR) and Social Value (SV) is accountable and responsible, strengthened by robust policies, processes and a governance structure with escalation to global teams. This is reinforced through our memberships and accreditations and evidenced through certified management systems and awards.



KEY STAKEHOLDERS

As a provider of Recruitment and HR Services, our main stakeholders are the people we engage with on a day to day basis. Our CSR and SV activity is geared towards supporting people and providing opportunities to improve their lives. Our main stakeholders include:

- Our employees
- Our temporary workers and permanent candidates
- Our current and prospective clients and customers
- The business community including charities, trade associations, suppliers and partners.

To ensure that our CSR and SV activities include individuals from across our stakeholder community, our commitment is outlined as four key pillars;



MARKETPLACE

We are committed to creating and supporting a fair economy through our service delivery. This includes promoting fair pay and local opportunities to our employees and temporary workforce.

Our responsibilities consider jobs for the long term unemployed, armed forces veterans, ex-offenders and individuals with disabilities. We also support young people, including those from disadvantaged backgrounds and provide work placements and apprenticeships in partnership with employability programmes.

Our commitment also includes fairness, prompt payment and transparency within our supply chains, in line with the Modern Slavery Act and Prompt Payment Code.

WORKPLACE

We are committed to providing a workplace environment which promotes the health and wellbeing of our permanent staff and temporary workforce.

Our focus is to protect and support people through robust policies, training and career pathways, employee assistance programmes, occupational health advisors, inclusive benefits, health insurance packages, mental health first aiders and Let's Talk sessions.

Our workplace is underpinned by our corporate culture and drive for continuous improvement through employee surveys and feedback; re-enforced by our Colleague Forum, EDI Committee and Compliance Team.

ENVIRONMENT

We are committed to reducing our carbon footprint with plans to achieve Net Zero emissions by 2050.

To achieve this, we take responsibility to build on our accreditation to ISO 14001 and Ecovadis assessment by continuously engaging stakeholders in environment-related activity and improving solutions to the key environmental impacts which are within our control.

Examples of these include sustainably sourced energy for our offices, utilising eco products at our premises, promoting the company EV scheme and encouraging the use of public transport for travel.

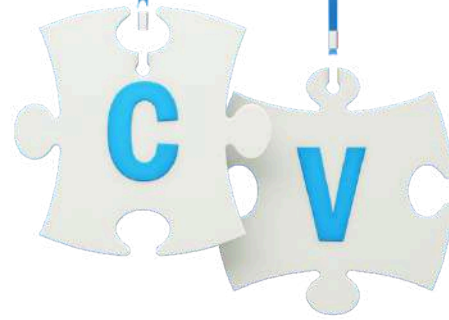
COMMUNITY

As a national organisation, we are committed to supporting the local communities in which we operate through volunteering activities, foodbank collections, charity fundraising events and employability programmes with local schools and colleges.

Our corporate benefits package for our employees encourages volunteering as part of our Employee Value Proposition.



COMMUNITY



Employability Workshops

Supported Schools with CV writing workshops and mock interviews – Thomas Telford School, Doncaster UTC, Heritage High School.

Worked with UTC to deliver virtual guidance on T Level structure to students considering the education route.

81 hours of training delivered to students by Gi Group Holding employees.

The result: Introduced young people into the world of work and how to maximise your potential through the application process.

Provision of apprenticeships

6 apprentices working at head office through 2025 in our Finance and HR teams.

The result: Providing paid work experience and qualifications to individuals entering the job market.



Student work experience

Hosted a Year 10 pupil within one of our onsite delivery teams in Scunthorpe for one week and another Year 10 student for 2 days.

The result: Provided these individuals with real life experience of what it is like to work within a Gi Group onsite delivery team.

T Level placements

We supported 2 IT students with T level placements for 10 weeks, providing them with equipment and laptops so that they could access our systems.

The result: Real life work experience to enhance their T level qualifications.

Internship placement

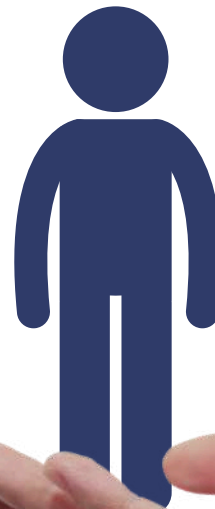
Through Choices College our Marks Sattin London office hosted an internship placement for a neurodivergent individual.

The result: Provided real life work experience within a busy recruitment office in London.

Volunteering

714 hours of volunteering to local community initiatives, including kids clubs and societies, animal sanctuaries, marshalling at the Sparkle Walk.

The result: Valuable time donated to supporting local initiatives that are important to our employees.



714 HOURS
Donated to volunteering



Charity

Foodbank collections across our office network.

Easter Egg donation drive for children in foster care from our Gi Group Grimsby office who have partnered with North-East Lincolnshire Council as a Foster Friendly business.

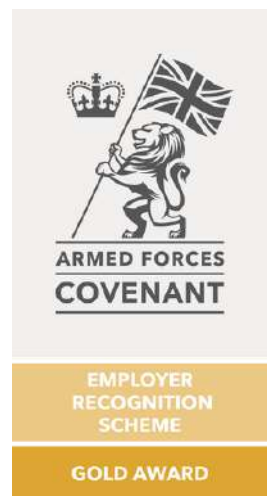
The result: Supporting our local communities with essential items.



Armed Forces Covenant

Gold status achieved for the Armed Forces Covenant. Attended career transition events.

The result: Enhanced our commitment to supporting ex veterans into work.



Charity

Continued partnership of Marks Sattin with Charterpath.

Quote from Charterpath:
 “Our dynamic partnership was formed in the early days of Charterpath, with Marks Sattin, recognising the professional benefits of volunteering and the role it can play in developing the skills of candidates it works with. From our #EveryHourCounts roundtable and whitepaper, promoting our inaugural Mentoring Programme, and introductions to corporates, events and award ceremonies, the partnership enables us to extend our reach even further through their network. The numbers speak for themselves:

- ✳ Over 20% of finance professionals in the Charterpath community joined through Marks Sattin
- ✳ Over £300,000 of value delivered to charities through Marks Sattin volunteers
- ✳ 70% of applications to our Mentoring Programme came via Marks Sattin referrals”

The result: We helped to inspire more finance professionals to volunteer their time and skills, connect non-profits with diverse and expert volunteers with financial skills.



Stephanie Teale from our Marks Sattin Leeds office joined the Yorkshire Business Beats Cancer organisation’s local board. Business Beats Cancer Yorkshire brings together business leaders in Yorkshire to raise vital funds for life-saving cancer research.

The result: Through presence on the board, Marks Sattin shares information and initiatives from Business Beats Cancer within our organisation and across our network of local clients and candidates.

Fundraising collections and competitions to raise money for various charities including Movember, MacMillan, Save the Children, Irish Heart Foundation Blood Cancer UK, MND, Mind, Cancer Research and local hospices.

Donations of charity prizes and hosting golf days to support our client charity activities, including Wishes for Kids, Lindsey Lodge Hospice, Anny’s Heroes and Samaritans.

The result: Raised a total of £5266 for charitable organisations



MARKETPLACE

Promoting the local economy

Our Marks Sattin division are longstanding sponsors of local industry events near to their offices. 2025 activity included:

- Hosting women in tech networking breakfasts
- Setting up a Yorkshire HR networking event focused on the impact of the Employment Rights Bill.
- Creating the first networking event for North West based senior interim finance professions through our Manchester team.
- Sponsorship of the LCASS (Leeds Chartered Accountants Student Society) annual ball, celebrating the future of accounting and finance in Leeds.
- Sponsorship of the Yorkshire Finance Leaders Awards.
- Sponsoring the Women in Audit events.
- Hosted summer social BBQs for local professional networking in Manchester and Leeds.
- Worked with Greater Manchester Combined Authority to host an exclusive event to support businesses looking to grow.
- Hosted a Senior Treasury professionals networking event in the heart of Manchester.
- Partnered with BDO to hold a social event focused on In-House VAT.
- Hosted a London networking event for Senior Finance Professionals.

The result: Recognising local talent and supporting young professionals in their early careers with engagement and networking.

Boosting the local economy through professional networking events.



WORKPLACE

Training & Development

Career development and personal skills training delivered by our Learning and Development team; including mandatory EDI training

The result: Skills development of individuals

4,065 hours of training across all levels—averaging 6.36 hours per employee weekly.

Boosted morale and resulted in an 91.4% internal succession rate, up from 87% the previous year.

Additionally, 975 hours of EDI-focused training addressed topics like inclusive recruitment, tackling microaggressions, and role modelling positive behaviour.



Boosted morale and resulted in an 91.4% internal succession rate

Vocational qualification training provided through Apprenticeship programmes. Either within the delivery team and / or within client teams.

In 2025 we had 10 permanent members of staff taking part in apprenticeships.

The result: Provides our employees with additional qualifications directly associated to their day job.

4,065 HOURS
of training across all levels

975 hours

of EDI-focused training addressed topics

Up from last year

87%

Staff Health & Wellbeing

Focus on improving and aligning company culture following acquisitions and used feedback to update and increase communication.

The result: Improvement of Net Promoter Score from -1 to +6.

Improved engagement and communication between our brands.

Money and time invested in training Mental Health First aiders across the business

The result: Completed by 76 employees in 2025, giving us a 1 in 6 ratio, surpassing the MHFA England objective of 1 in 10.

This has continued to reduce stigma, encouraged open conversations about well-being, and created stronger relationships, enhancing trust and empathy across the business, and reaffirms our stance on employee wellbeing and support

Money and time invested in monthly "employee led" virtual Let's Talk Sessions e.g. Imposter Syndrome, Menopause and Mens Mental Health

The result: 84% of our staff attending at least one session enabling us to openly talk about key topics affecting health & wellbeing.

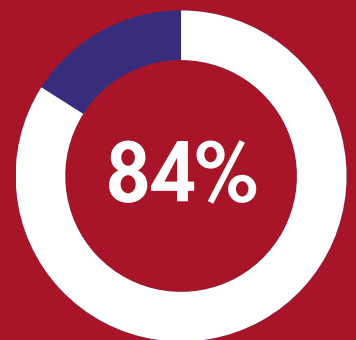
Educated our colleagues around cultural days by inviting our colleagues to share how they celebrate

The result: Improved understanding and relationships



76
employees
Were trained as
Mental Health
First aiders

of our staff
attending at
least one
session Let's
Talk Sessions



Improvement of Net
Promoter Score from
-1 to +6.



EDI



Included EDI specific topics within our Let's Talk sessions and created podcasts on Autism and ADHD.

The result: Encourages conversations around EDI topics. Improves opportunities for individuals with neurodivergent conditions.



Celebrated International Women's day with the release of a recorded interview with senior female leaders within our business.

The result: Showcasing female leadership within our organisation inspires others.



Our Marks Sattin division's "Women in Tech" Podcast continued through 2025, discussing key topics and sharing insights from women who have built careers in technology.

The result: Engaging inspirational women from the technology sector to discuss key topics to increase female representation in the industry.



Maintained our membership with Sedex and retained Stronger Together & Responsible Recruitment Toolkit Business Partnerships

The result: Continued material for best practice processes and to share with our temporary workforce

Delivery of Modern Slavery Training

The result: 9 GLAA internal audits in 2025 which include worker interviews on potential MDS flags and workplace review (all passed). Ensured continued compliance with legislation and assurance to our stakeholders.

Business Ethics – Modern Slavery

External audits received

The result: Full SEDEX audit completed on Gi Group as a supplier to GLAA client's, which was passed with zero non-conformances -11 client driven Smeta/Sedex audits supported all passed with no genuine concerns raised

Reviewed, updated and posted annual modern slavery policy on Gi website

The result: Sets annual KPIs / Objectives

Checking records for flags of modern slavery:
 -quarterly checks of duplicate bank accounts and addresses registration checks of duplicate landlord details, bank details, addresses

The result: Flags up potential cases of modern slavery, any identified are followed up and escalated where required – no genuine concerns identified in 2025

Coaching: 6 monthly - role play or knowledge assessment conducted with selected min 5 employees to check understanding of the process/support in the event of modern slavery case or concern identified

The result: Ensures processes we have in place are effective and staff know what to do in case of issues being identified. No concerns raised in 2025 participants

Provision of information to workers (induction, leaflets, posters) and periodic worker questionnaires / interviews

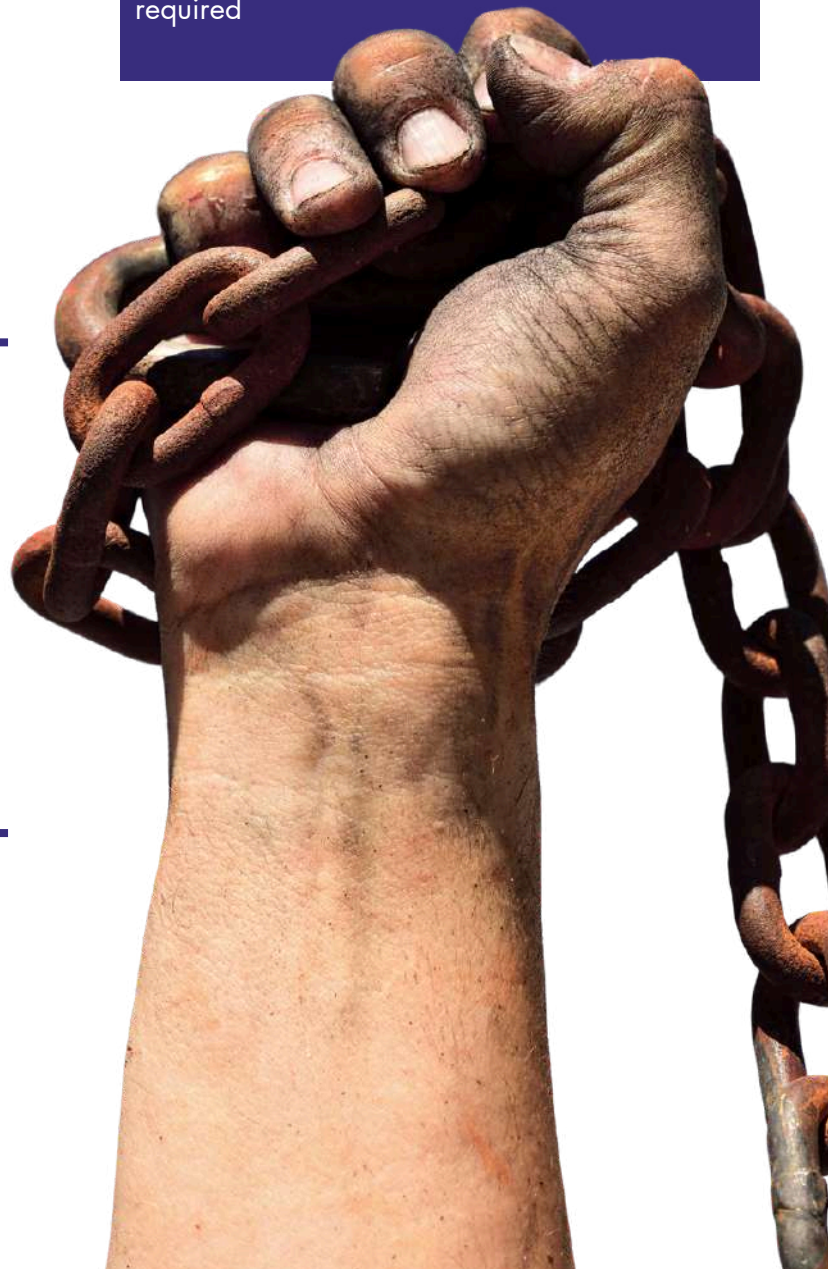
The result: Information ensures workers are made aware of the indicators of modern slavery and how to report any concerns, questionnaires / interviews give workers the opportunity to disclose any issues

Annual modern slavery risk assessments (central and location by location) completed annually with improvement actions taken

The result: Identifies any potential areas of risk and the mitigation required

Agency supplier screening (through Supplier Questionnaire completion at engagement and annually thereafter)

The result: Ensures second tier suppliers comply with the modern slavery processes legally required



ENVIRONMENT

Carbon Reduction

Annual carbon reduction plan published on our website.

The result: Continuing our commitment to reduce our carbon emissions

EV scheme continued as a benefit to our staff with increased uptake and an uplift in business mileage claims from electric vehicles.

The result: Reducing the CO2 emissions of our business mileage

Certified Management Systems

Maintained our 14001:2015 ISO accreditation

The result: Evidences our commitment to environmental management system

Ecovadis assessment of "Committed"

The result: Evidences our commitment to environmental management system



Promoting Environmental Activities

Tree planting scheme linked with the download of the Marks Sattin annual Market Insight Report through Ecologi.

Tree planting scheme from our INTOO brand through Treeapp.

Circa 2500 trees planted in total.

The result: Reduction in paper printed copies of the reports. Supporting tree planting environmental initiatives.

"Keep Britain Tidy" – Team litter picking activities across our business.

The result: Reducing the volume of litter polluting our streets and waterways.

Environment initiatives promoting events such as "Veganuary, no mow may, Composting, eco friendly summer holiday ideas, environmentally friendly Christmas..

The result: Encourages our employees to be mindful of environmental issues.

Clothes recycling to Smart Works, a charity that provides work clothes and support to women seeking work.

44 items of clothing collected and donated from our Chesterfield Head Office.

The result: Supporting women with interview clothes and capsule wardrobes for starting in a working environment

Rainbow Honours 2025

Gi Group was a Finalist for the Rainbow Honours Award 2025, within this we were recognised in the Large Brand or Organisation of the Year category. It reflects the ongoing work our teams put into creating a more inclusive, supportive, and diverse workplace.



Rainbow Honours 2025

British Training Awards – Learning & Development Team of the Year 2025

Gi Group were awarded with the Best L&D Team, recognising the efforts towards employee learning, growth and making a difference every day.



British Training Awards

Marks Sattin – UK’s Top 10 Best Places to Work 2025

Marks Sattin has been named one of The Sunday Times Best Places to Work in 2025, earning not only that awards, but ranked within The Top 10 Medium Organisations category.

The recognition, awarded in partnership with employee-experience platform WorkL, underscores the company’s commitment to building a rewarding, inclusive, and empowering workplace.



Marks Sattin – UK’s Top 10 Best Places to Work 2025

British HR Awards 2025

Gi Group was awarded Diversity & Inclusion Initiative of the Year.



British Diversity Awards 2025

Gi Group was a Finalist in the fourth annual British Diversity Awards with Gi Group’s EDI Employee Committee shortlisted for Diversity Team of the Year. We were also shortlisted for Company of the Year. The awards took place on the 19th March 2025 and we received a highly commended award for Diversity Champion.



British Diversity Awards 2025

Irish Enterprise Awards 2025

Gi Group Recruitment Ireland was a named winner of “Best Temporary Staffing Solutions Company 2025 – County Cork” at the Irish Enterprise Awards 2025. This esteemed awards programme continues to spotlight enterprises that have shown exceptional innovation, resilience, and performance across a diverse range of sectors.



Irish Enterprise Awards 2025

Armed Forces Covenant – Gold Status award

In August 2025, we were awarded the Defence Employer Recognition Scheme Gold Award for pledging, demonstrating and advocating support to the defence and armed forces community.

This is a step up from our initial bronze status in 2021 and silver from 2024. The Gold Award is the highest badge of honour given to organisations that proactively demonstrate support for the armed forces community.

Since our original pledge we have continued internal and external efforts to support ex-service men and women as they transition into civilian work-life. This has included a guaranteed interview scheme, advisory material and created HR policies that reflect our commitment to those who’ve served.



Armed Forces Covenant Gold Status award

Community

- Continue to increase the number of volunteering days utilised by our staff
- Increase the number of schools and colleges we provide employability workshops to support students
- Develop our relationship with Ductu to provide employability support to children from SEN and disadvantaged backgrounds
- Broaden our work with neurodiversity charities / support groups / client groups in providing support and guidance to people who want to work, but struggle to get a job
- Expand and promote our commitment to ex-armed forces personnel through supporting guides and career transition days.



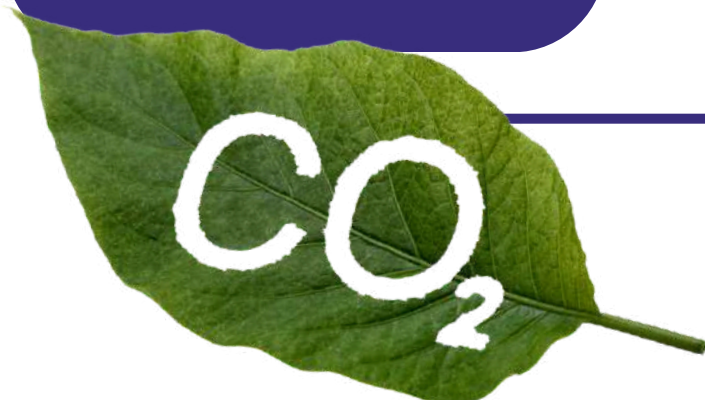
Marketplace

- Continuing to support and sponsor events for young professionals and our partnership with Charterpath.



Environment

- Continue to reduce our CO₂ footprint
- Aim for consistent or higher Ecovadis standards
- Continue to promote environmental initiatives across the business.



Workplace

- Maintain our high levels of compliance to Modern Slavery Act compliance and prevention activities
- Aligning to the Six Pillars of Inclusion framework, ensuring a clear, evidence-based structure for embedding and advancing inclusive practices across the business

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