



GI GROUP UK & IRELAND CORPORATE SOCIAL RESPONSIBILITY **REPORT 2025**



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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 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



OUR COMMITMENT

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.



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

Gi Group Staff

Organise and take part in activities including local, companywide and client specific social value commitments

Promote our CSR and social value commitments through day to day service delivery



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
- 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; **COMMUNITY, MARKETPLACE, WORKPLACE AND ENVIRONMENT.**

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.



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.

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.

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.



COMMUNITY

Employability Workshops

Supporting Schools with CV writing and mock interviews, such as Bulwell Academy, Wilsthorpe School, Thomas Telford School

Industry specific talks, e.g. Bolton College students received a talk about the finance industry.

Students received 20 hours of training, delivered 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.

Employer Mentoring

Our Doncaster Team have been providing mentoring services to Doncaster UTC. We have also joined their Employer Advisory Board, which is a huge driving force in shaping the future of Doncaster UTCs employer led curriculum.

The result: Improving the prospects of the UTC student population

Educating Students on apprenticeships

A team from Gi Group spent a day with Chesterfield College educating students about apprenticeships

The result: Supporting young people with their choices for the future qualifications.



Volunteering

Volunteering at the Help Bristol's homeless charity event. 7 team members spent a day volunteering with decorating and cleaning tasks

The result: The tasks completed helped to provide support and opportunity for those who are homeless in Bristol.

Armed Forces grave cleaning. 5 hours of volunteering.

The result: Showing recognition and support for armed forces veterans and keeping the local area tidy.

158 hours of Personal volunteering, chosen by our employees

The result: Contributing to activities within our local communities that our meaningful to our staff.

4 volunteers from Marks Sattin Dublin supported an EY Refugee Re-skilling initiative.

The result: Enabling refugees to improve their skills and future.



Charity

Foodbank collections across our office network.

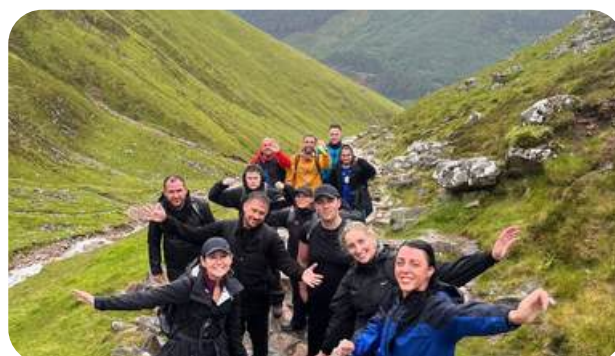
Central Functions Team Building day – Foodbank collection

156KG worth of items were collected and donated to the Chesterfield Foodbank along with a monetary donation of £125

The result: Supporting our local communities and foodbanks with essential items.

In addition, the Central Functions event brought our teams together.

The blend of teamwork and giving back was well-received, with attendees rating the experience an average of 4.76 out of 5.



Annual Three Peaks Challenge Charity Event

The result: Raised a total of £7,000

Continued partnership of Charterpath through which:

- We have had over 800 people attend Marks Sattin x Charterpath events
- A £1500 donation was raised through a raffle at the MCASS event.
- Over 200 Marks Sattin candidates sign up to volunteer through Charterpath
- Over 100 apply for volunteer roles, creating over £300k value for the non-profit sector

In 2024 we produced the “Every Hour Counts” whitepaper in partnership with Charterpath and promoted it across our social media pages along with volunteering opportunities

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.

Fundraising collections and competitions to raise money for various charities including Movember, MacMillan, Save the Children, The Royal British Legion, Willow Burn Hospice, Race for Life, Cancer Research UK, and many more

The result: Raised a total of £5,703 for other charitable organisations



MARKETPLACE

Promoting the local economy

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

2024 including:

- Sponsorship of the Yorkshire Finance Leaders Awards
- Sponsorship of the Leeds Young Professionals summer and Christmas networking events.
- Pub quiz networking event hosted in partnership with Chartered Institute of Taxation and the Association of Taxation Technicians
- Sponsor of the Manchester Chartered Accountant Students Society Ball (MCASS)

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



Paid work placements

10,000 Black Interns with fixed term placements of up to one year across our Operational, IT, Sales & Bid Management Teams

The result: Real life work experience and skills development achieved for 3 interns within a recruitment and HR services

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

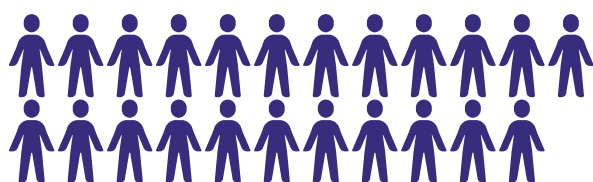
3,341 hours of training across all levels—averaging 5.35 hours per employee weekly.

Boosted morale and resulted in an 87% internal succession rate, up from 59% the previous year.

Additionally, 702 hours of EDI-focused training addressed topics like inclusive recruitment, tackling microaggressions, and role modelling positive behaviour.

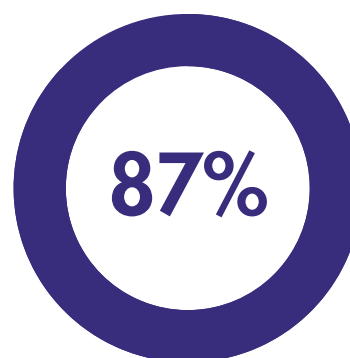
Vocational qualification training provided through Apprenticeship programmes. Either within the delivery team and / or within client teams

The result: 23 employee taking part in an apprenticeship in 2024

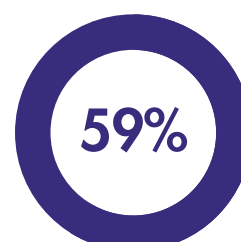


23 apprenticeships in 2024

3,341 HOURS
of training across all levels



Boosted morale and resulted in an 87% internal succession rate



Up from last year

Staff Health & Wellbeing

Culture surveys following acquisitions to understand corporate culture and improve working environment. Presentation of feedback and strategy to the board and senior management

The result: Improvement of Net Promoter Score from -35 to 0 by the end of 2024

Improved engagement and communication.

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

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

This has reduced 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. Andy's Man Club

The result: 89% of our staff attending at least one session and reflected in leadership communication satisfaction scores rising from 3.4 to 4.2 out of 5.

Introduction of the Benefits Hub for our Temporary Workforce

The result: 7,452 temporary workers across the company able to access Benefit Hub.



76 employees
Were trained as
Mental Health
First aiders

89%

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

7,452 temporary workers used
Benefits Hub



EDI

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

The result: Improved understanding and relationships

Launched our 'THIS IS ME' guide on neurodiversity in the workplace with a goal to dispel the misconception that working with Neurodivergent colleagues is challenging

The result: Improved opportunities for individuals with neurodivergent conditions.

Became a founding member of the Menopause in Business initiative.

Launch of our "Menopause & Female health in the Workplace" guide

The result: To empower and uplift colleagues navigating menopause by creating a work environment built on understanding, respect, and support.

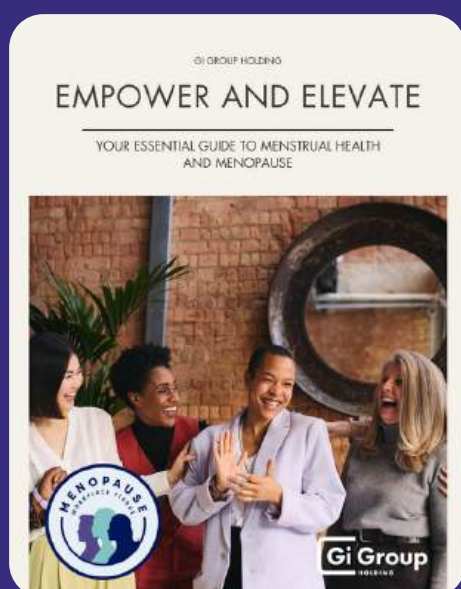
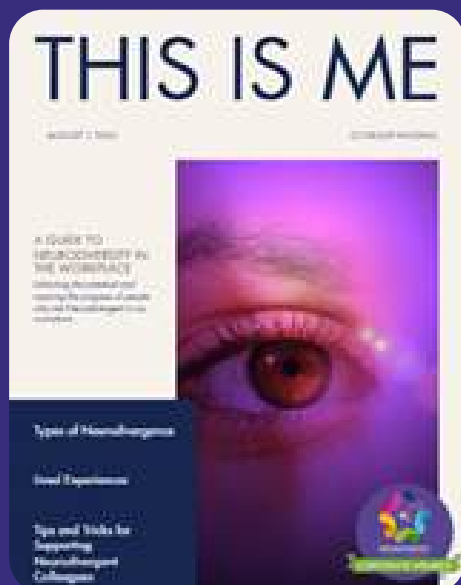
Our Marks Sattin division's "Women in Tech" Podcast.2024 focus on "Attract, Retail and Promote" series

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

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

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

If you would like a more in-depth overview of our ED&I activity, we can send you a copy of our ED&I brochure!



Business Ethics – Modern Slavery

Delivery of Modern Slavery Training

The result: 145 new starters completed online training in 2024, 140 people completed online refresher training in 2024

Modern Slavery audits carried out across our UK operational sites

The result: 1 MDS audit in 2024 (passed), 14 GLAA internal audits in 2024 which include worker interviews on potential MDS flags and workplace review (all passed)

Ensure continued compliance with legislation and assurance to our stakeholders

GLAA and external audits received

The result: GLAA compliance inspection as part of the change of principle authority in Q3 2024. We are awaiting confirmation letter.

SGS audit of Gi in Aug 2024 as part of wider Kerry audit, no non-confs identified.

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 2024



Twice yearly survey of workers focusing on potential modern slavery issues

The result: Flags up potential cases of modern slavery, any identified are followed up and escalated where required – no genuine concerns identified in 2024

Training: annual role play with selected personnel, of process to implement in the case of modern slavery being identified

The result: Ensures processes we have in place are effective and staff know what to do in case of issues being identified. Refresher training advised for 2 out of 5 people who took part in 2024

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

The result: Info 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.

From the carbon reduction plan published in 2024 we recorded a reduction in emissions of 22.3 (tCO₂e) from our baseline figures in 2020

The result: Continuing our commitment to reduce our carbon emissions

Reduction in emissions of 22.3 (TCO₂E)



Promoting Environmental Activities

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

The result: Reduction in paper printed copies of the report to previous years and the 2202 trees through Ecologi in Madagascar and Uganda

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

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

Promotion of Environmental initiatives e.g. Plastic Free July, Environmental Christmas and Veganuary.

UK head office swapped to eco kitchen and bathroom products

The result: Encouraging our staff across the business to think about the environment at work and at home.

Reducing plastic pollution at our operational premises.



ENVIRONMENT

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



Reducing plastic pollution at our operational premises

The transport data illustrates a clear decrease in fuel card consumption, and nearly a halving of company car use, as well as an increase in the number of hybrid/electric vehicles within the grey fleet which has reduce energy and carbon emissions. This has been achieved by reducing the number of offices and condensing into hubs, staff / clients travelling less, and more use of virtual meetings.

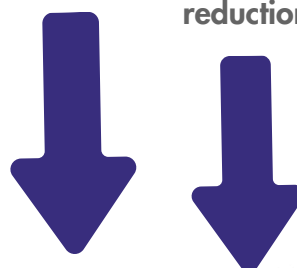
Gi Group has maintained its reduction in vehicle grey fleet related energy consumption and carbon emissions to below pre-pandemic levels. Though the figures increased slightly during 2023 due to end of Covid restrictions they have continued their downward trend in 2024.

	kWh	tCO ₂ e
2018	1,274,933	307.2
2020	612,566	143.9
2021	591,259	137.6
2022	357,437	84.7
2023	455,437	119.5
2024	353,007	84.3
Reduction (compared to 2018)	72%	73%

Key Highlights

- A Cycle-to-work scheme and an Electric Vehicle Purchase Scheme have been implemented in order to encourage more sustainable modes of transport.
- The difference between office electricity and gas consumption in 2023 & 2024 can be attributed to reduction in offices, opening hubs, downsizing and improved monitoring. The Gi Group also continue to purchase green tariff energy at several of its sites.
- The Gi Group have continued to champion environmental improvement within their offices through continued promotion of environmental awareness among staff.

102,430 kWh reduction
35.2 tCO₂e reduction



British Recruitment Awards

Winner - Diversity & Inclusion Initiative of the Year

Gi Group was awarded 'Diversity & Inclusion Initiative of the Year' for their groundbreaking neurodivergence initiative, designed to cultivate an inclusive environment for neurodiverse individuals. Key ingredients of this initiative include the 'Neurodivergence in the Workplace' guide, created from colleagues' lived experiences, as well as a role model programme, neuro-inclusion training, and a flexible employee value proposition.

Results have been impressive, with over 262 hours of training already delivered across 79% of employees and 65% of leadership. Employee and client feedback indicated a marked increase in neurodiversity awareness, with 100% of disclosed neurodivergent employees reporting improved job satisfaction. Overall, judges praised the 'positive action taken to provide an inclusive workplace,' calling the initiative 'thoughtful and impactful.' – Nate Harwood, New Possible

Highly Commended - Innovation of the Year



British HR Awards
Winner - Recruitment Partner of the Year



British Recruitment Awards
Winner - Diversity & Inclusion Initiative of the Year

Armed Forces Covenant – Silver Status

In 2024, Gi Group Holding re-affirmed our commitment to the Armed Forces Covenant for another year and was awarded Silver accreditation, thanks to its dedication to supporting ex-servicemen and women to find work.



Other Key Highlights

- Sharing our 'THIS IS ME' guide on neurodiversity in the workplace with our clients and them adopting the guide into their business.
- An interview with Ed Milliband to discuss recruitment opportunities for Ex-Armed Forces personnel.

Community

- Increase the number of volunteering days utilised by our staff
- Increase the number of schools and colleges we provide employability workshops to
- Get involved with neurodiversity charities / support groups with a view to providing support people who want to work, but struggle to get a job
- Implement our Veteran's Taskforce to strengthen our commitment to ex-armed forces personnel and plan for "Going for Gold" standard accreditation with the Armed Forces Covenant

Marketplace

- Build upon the events and tools implemented in 2024 including continuing to support and sponsor events for young professionals and our partnership with Charterpath
- Paid internships?
- Are we looking to re-ignite the Black Interns? The Project Choice is unpaid.



Environment

- Continue to reduce our CO2 footprint
- Aim for a higher Ecovadis standard
- Move closer to becoming paperless across all departments
- Promoting our ecofriendly benefits EV scheme and C2W
- Encouraging meetings and training to online to save travel costs.
- Continue to educate our employees on how we can make positive changes.

Workplace

- Maintain our high levels of compliance to Modern Slavery Act compliance and prevention activities
- Implement the EDI Committee strategy for 2025 of:
- EDI focus on accessibility and a review of all processes, systems and tools that we use
- EDI introduction of "Inclusion Passports" to understand and better implement accommodations for our people
- EDI focus on Human Sustainability with a focus on pivotal life changes and personal health
- Plan to host several mental health and wellbeing awareness events for our staff and clients throughout 2025. Topics will include Menopause, Neurodiversity and Men's Mental Health



CO₂

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