

Sustainability Spotlight

2023

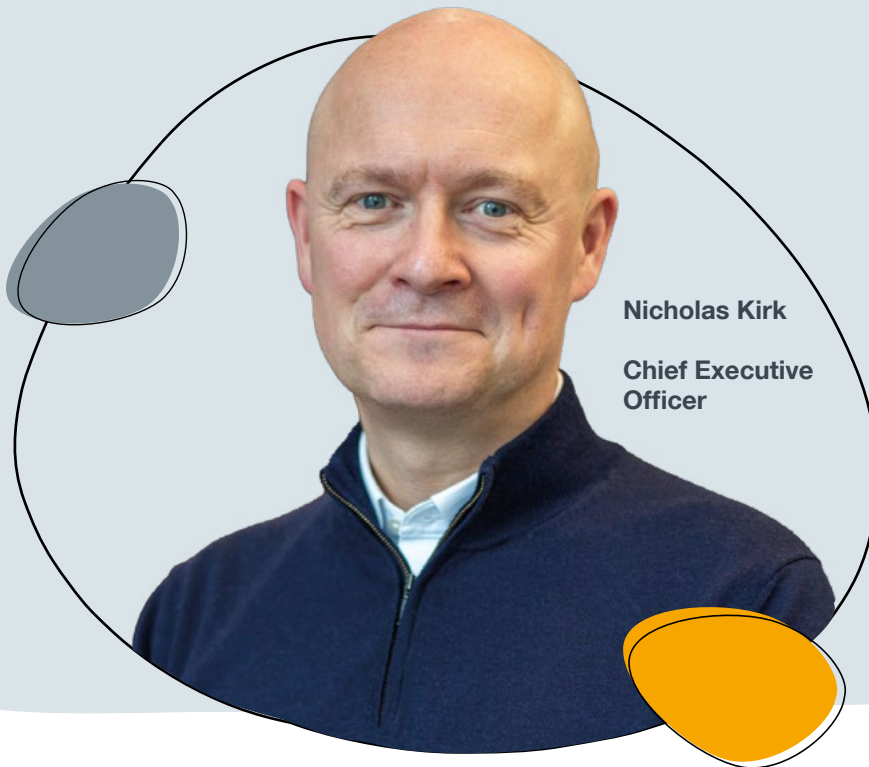


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CEO WELCOME



Nicholas Kirk

**Chief Executive
Officer**

People and social impact are at the heart of everything we do at PageGroup. We believe that everyone, irrespective of their background, should be given the opportunity to reach their full potential. We know employment plays a pivotal role in helping individuals break free from cycles of inequality, and we understand that our recruitment skills and extensive networks hold the power to unlock life-changing work for others. We also know that, as a FTSE 250 organisation with activities around the world, we must operate responsibly, to the highest standards of governance and ethics and play our part in combatting climate change.

In 2023, our Sustainability@Page programme continued to make strong progress. We are over halfway to achieving our target to change over one million lives by 2030, our sustainability business has shown considerable annual growth and we have made strong strides in increasing female representation across our business, including at Board level. This year we also set and submitted science-based targets to achieve Net Zero across our full value chain by 2050.

We put our target to change one million lives at the heart of our new Strategy. Changing lives sits alongside operating profit and customer experience as one of the three key strategic goals for the Group. This ensures that every single person in our business will be encouraged to use their skills and expertise to have a positive social impact. From diversifying our workforce, to working with our clients to break down barriers to employment, and actively engaging with charities around the world, we will continue to play our role in building a fairer and more equitable society.

Looking ahead to 2024, I'm excited to build upon our existing approach to Social Impact and increase the strength and depth of the work we do with our customers and charity partners. We will also be conducting targeted engagement with our external stakeholders on sustainability matters and making further improvements to our sustainability-related data and systems. This will help us better embed sustainability considerations into our day-to-day decision making and goals, as well as to prepare for upcoming disclosure regulations.

Read on to see highlights from our sustainability efforts in 2023.

Nick



PAGEGROUP CHANGES LIVES

CUSTOMER LED **PEOPLE** POWERED **INSIGHT** DRIVEN



The following pages outline 2023 progress against our sustainability targets and performance highlights from the year (extracted from the Sustainability Section of our Annual Report and Accounts) as well as an appendix of data disclosures, alignment to reporting standards and our basis of reporting.

Our TCFD disclosures can be found on pages 52-57 of the Annual Report and Accounts.



SUSTAINABILITY, STRATEGY AND GOVERNANCE

Page's sustainability strategy, spanning Environmental, Social and Governance issues, focuses our attention on the areas of biggest impact to our business, to society and to the planet. As a recruitment company, people and society are at the core of what we do and central to our Strategy. This is where we believe we can move the dial – we change lives through creating opportunities for employment. As a multinational business with operations across 37 countries, we know we must also help combat climate change and operate as a responsible organisation with the highest standards of governance and ethics.

Therefore, our key strategic objectives are:

Environment: to support the transition to Net Zero by reducing our value chain emissions, and recruiting into roles that drive positive environmental and social outcomes.

Social: to help create an equitable society and change lives by giving back as a best-in-class recruiter, corporate citizen and employer.

Governance: operate as a responsible business, with transparent sustainability-related disclosures.

These objectives are supported by four global targets. We deliver these targets by embedding sustainability considerations across our business. The Board provides ultimate oversight and governance over our sustainability programme. The Board has delegated day-to-day

management and responsibility of the programme to the Sustainability Committee, chaired by Kelvin Stagg (CFO). The Sustainability Committee sets our strategic direction, and we then have a range of specialists and passionate individuals within our consultant community and all of our support functions such as HR, Procurement & Facilities, Legal and Finance, that turn global ambitions into real business action.

Progress is monitored internally throughout the year by tracking a set of internal metrics for sustainability, such as business travel, and progress against our targets is disclosed externally in our annual reporting.

Further details on our Sustainability governance can be found on page 52 of the Annual Report & Accounts.

SUSTAINABILITY COMMITTEE 2023

The Sustainability Committee meets regularly throughout the year. In 2023, it discussed a range of topics including compliance with emerging sustainability regulation, the Group's strategy for Social Impact and options for driving sustainability performance throughout the organisation, including sustainability-related KPIs.

The Sustainability Committee also recommended PageGroup's science-based targets and detailed implementation roadmaps, which were subsequently approved by the Executive Board and the Board.

SUSTAINABILITY VISION:

The best in recruitment at driving a sustainable future for our business and our world





PROGRESS AGAINST SUSTAINABILITY TARGETS

Target	Measure	2023 Performance	Progress since 2022	Baseline year	Progress against baseline
TO POSITIVELY CHANGE OVER ONE MILLION LIVES IN THE TEN YEARS TO 2030	The number of people we place into decent work	90,216 people accessed decent work through PageGroup placements	-16%	2020	366,653 people accessed decent work
	The number of people that access our social impact programmes	43,359 people accessed our social impact programmes	+50%	2020	142,263 people accessed our social impact programmes
	Total number of lives positively changed	133,575 lives positively changed	-2%	2020	508,916 lives positively changed
TO TARGET AN INCREASE IN GENDER DIVERSITY WITHIN OUR SENIOR MANAGEMENT TO 50/50 BY 2030	The number of women within leadership roles within our business, globally	45% female vs 55% male	+2 percentage point	2020	16 percentage point increase in female leaders
ESTABLISH A MEANINGFUL GLOBAL SUSTAINABILITY BUSINESS BY 2026	Percentage growth of net fees generated from sustainability roles	+78% y-o-y growth in our sustainability net fees	+78%	2019	+415% growth in sustainability net fees
TO BECOME NET ZERO ACROSS OUR FULL VALUE CHAIN BY 2050*	Scope 1 & 2	2,534 tCO ₂ e	-15%	2022	-15% decrease in Scope 1 & 2 emissions
	Scope 3	61,984 tCO ₂ e	-1%	2022	-1% decrease in Scope 3 emissions
	Total Scope 1, 2 & 3 emissions	64,518 tCO ₂ e	-1%	2022	-1% decrease in total Scope 1, 2 & 3 emissions

*In 2023, we replaced our existing carbon target with ambitious Net Zero value chain science-based targets, which have been formally submitted to the SBTi for validation. Details on our progress against these can be found on page 10.

61%

of offices powered by renewable energy

OVER 500,000

lives positively changed since we set our target in 2020

SECOND YEAR RUNNING

achieved a B CDP score

COMMITTED TO SET

Science-based targets, including to be Net Zero across our full value chain by 2050

ALMOST DOUBLED

the growth of our sustainability business

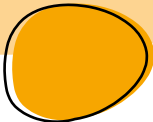


SOCIAL

Our purpose to change people's lives is the meaning behind our business and guides what we do at PageGroup, including our approach to Social Impact. We want to positively change over one million lives by 2030, and are committed to using our skills, networks, and influence to give everyone the opportunities to reach their potential in the world of work.

As a recruitment company, we are well placed to make a difference as we can reach hard to identify talent, understand work trends and the needs of our clients. Over the past year we have continued to deepen our focus on supporting people facing social disadvantage, and have fostered collective action across the Group around two key social impact initiatives:

- **Hidden Talent:** removing barriers to work for people with disabilities and neurodiversity.
- **Empowering Talent:** opening doors to employment opportunity for people from under-represented groups.



SOCIAL IMPACT HIDDEN TALENT

Over one billion people, or one in six of the world's population, have a disability. Whilst many workers living with a disability go on to forge successful careers, the majority faces a range of challenges with accessing and sustaining employment.

We are passionate about promoting disability inclusion in the job market and we have been working for several years to dismantle barriers to the workplace for this hidden pool of talent. Through our DE&I Solutions teams based in the UK, Brazil, Spain, Italy and Singapore, we support our clients to recruit diverse talent, with a particular focus on people with disabilities. We have also built long-term partnerships with disability charities and support their beneficiaries with our recruitment skills through workshops, coaching programmes and by hosting internships at Page. Below shines a spotlight on some of the activities undertaken in 2023.

PARTNERING WITH THE LIGHTHOUSE FUTURES TRUST TO SUPPORT YOUNG ADULTS WITH NEURODIVERSITY IN THE UK

Neurodiverse young people face a range of barriers when they come to taking their first steps into the workplace. Our UK Leeds office partnered with The Lighthouse Futures Trust to host eight-month internships for three young people with differing neurodiverse conditions. Towards the end of the internship, the interns wrote their CVs, secured interviews and prepared for these with the help of Page colleagues. They were delighted when Ben went on to secure an apprenticeship with a civil engineering company.



As a whole experience it was a positive one for many reasons, including the way the whole team welcomed me and throughout the year. I feel like I have a ball of confidence to take into my new job. I wouldn't be in it if it wasn't for my internship so thank you to everyone for the opportunity.

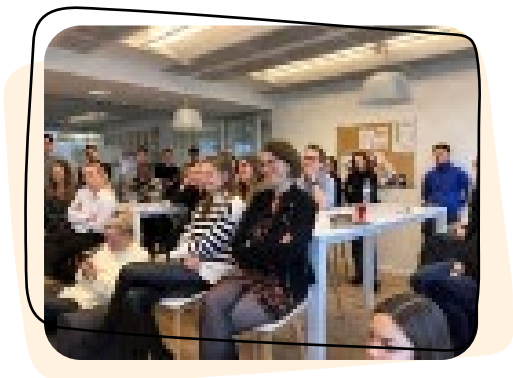
- Ben, Intern



REVERSE DISABILITY MENTORING FOR OUR EMPLOYEES IN BELGIUM

Our dedicated charity partner in Belgium, Diversicom, advocates for people with disabilities to support diversity in the job market. We have supported the charity through coaching, networking, and mentoring programmes, helping people with disabilities transition into jobs.

This year, the Diversicom team hosted workshops at our Brussels and Antwerp offices for 50 Page employees about Autism and DYS/ADHD and invisible disabilities.





SOCIAL IMPACT **EMPOWERING TALENT**

At PageGroup, we understand the importance of tackling social inequalities to build a fairer and more equitable society. We recognise that not everyone starts with the same opportunities to find and maintain meaningful work. Through our initiative Empowering Talent, we partner with a range of charities and our clients to open doors to employment opportunity for people from under-represented communities.

CASE STUDIES

LATAM'S TECH CHANGEMAKERS: EMPOWERING COMMUNITIES THROUGH IT SKILLS

Having partnered with Recode for several years in Brazil, this year we launched a regional charity partnership to create a Latin American community of Tech Change Makers. Our aim was to digitally empower 200 women and young people from low-income communities with the skills they need to create innovative technological solutions to local social problems.



The Tech Change Makers project made me feel confident in putting my thoughts into action and to try to be a multiplier for the common good. No one is better than anyone else, only some do more than others, and strengthening ourselves is the best tool to shine and become self-independent.



– Karina Andrea Rumbo, Participant in the Tech Change Makers Project

RESHAPING CAREERS WITH THE SINGAPORE CANCER SOCIETY (SCS)

In partnership with the SCS's Return to Work programme, our Southeast Asian leadership team was humbled to welcome cancer survivors to PageGroup's Singapore office for a Career Training Seminar. They heard from PageGroup's Regional Financial Director, who shared his own personal journey as a cancer survivor, before moving into sessions covering CV writing, interview preparation and searching for employment.



The Singapore Cancer Society (SCS) is excited to partner with Michael Page in empowering cancer survivors to regain employment and normalcy. We eagerly anticipate the ongoing support and collaboration with Michael Page in this transformative endeavour and look forward to organising more workshops in the future.



– Mark Lin, Head of Department, Psychosocial Services, SCS

SUPPORTING OVER 50'S INTO THE WORKPLACE IN SWITZERLAND

Level + was launched by the employment service of the State of Geneva to support and accelerate the re-employment of people aged 50+. PageGroup's office in Geneva has been working with Level + since January 2023.



Michael Page is playing an active role in our Level + pilot programme. By running "Communication & Influence" workshops, their expertise enables our talent to enhance their employability by identifying their communication styles and adapting their messages for optimum impact. A big thank you to Michael Page for its unwavering commitment to us and its high-quality support for our talent!



– Julien de Tassigny, Community & Project Manager, Level+



SUPPORTING OUR COMMUNITIES BY GIVING BACK

Worldwide, PageGroup and our People are deeply passionate about supporting the communities in which we live and work. Our wider community engagement and charitable efforts take many shapes and forms, from volunteering at food banks and reconstructing schools, through to sporting fundraisers and donations of workplace clothing.

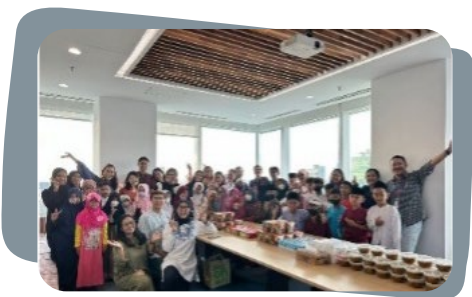
IN TOTAL, WE DONATED
£259,266 in 2023

AND VOLUNTEERED
7,394 hours

CASE STUDIES

EMPOWERING CHILDREN THROUGH SCHOLARSHIP PROGRAMME SUPPORT IN INDONESIA

Over the past five years, PageGroup Indonesia has partnered with Kampung Kids Foundation to provide a scholarship programme for more than 250 underprivileged students, from elementary to high school, to help cover their tuition and school supplies every year. Led by the Indonesian Social Impact team, we have donated over IDR 413,600,000 (£21,400) to support the children with their education, and have seen ten students graduate!



RESTORATION PROJECT OF RURAL SCHOOL IN COLOMBIA

In Colombia, we worked with Fundación Construyendo Sonrisas (Foundation Building Smiles) to repair facilities at a rural primary school in Tabio, Cundinamarca, changing the lives of more than 50 children.



FUNDRAISING FOR CANCER CENTER IN THE USA



For me our Boston office exemplifies compassion in action, embodying the spirit of giving. Our office has raised over \$20,000 in just two years for Dana-Farber Cancer Center. Through tireless fundraising initiatives, our team has not only demonstrated the power of community but also showcased the profound impact that collective efforts can have in advancing cancer research and patient care. We will continue to support Dana-Farber as they continue to crack the cancer code.



– Sean Rogerson, Managing Director, Boston, USA



ENVIRONMENT

We care about the risk that climate change poses to society. We also understand that new skills and new jobs are needed to address these challenges through the creation of new industries, markets, products and services. As a global recruitment company, we believe we are well placed to support the workforce transformation required to deliver the change. As such, we have two main areas of environmental focus:

1. Reducing our impact on the environment, by becoming Net Zero across our full value chain.
2. Establishing a meaningful sustainability business, where we place top talent into green jobs.



REDUCING OUR IMPACT ON THE ENVIRONMENT

GHG emissions

In accordance with the Large and Medium-sized Companies and Group (Accounts and Reports) Regulations 2008 (as amended), and the Streamlined Energy and Carbon reporting requirements, PageGroup reports on all Scope 1 – direct greenhouse gas (GHG) emissions (relating to the combustion of fuel and the operation of any facility); and Scope 2 – energy indirect GHG emissions (through the purchase of electricity, heat, steam or cooling). In addition, PageGroup reports on Scope 3 – other indirect emissions. All material Scope 3 categories are disclosed.

Data for our sustainability reporting covers the period 1 October 2022 – 30 September 2023. Energy consumption has been calculated using invoiced electricity data in offices and all emissions have been calculated in line with the GHG Protocol Corporate Reporting Standard using Ecometrica, an external sustainability software platform.

In 2023, we made ongoing improvements to our data quality and methodologies to reduce our reliance on estimates and increase the accuracy of our GHG emissions figures. We conducted pilots to measure actual waste in our offices, expanded our commuting survey and increased the number of suppliers we collect actual data for, to supplement sector-based intensity averages applied to our spend profile.

Scope 1 and 2 emissions continue to be calculated using invoiced energy data and company car mileage reports from our lease providers. Homeworking emissions are calculated using Ecometrica’s geographically specific homeworking model combined with headcount and working from home figures.

In 2023 we engaged ERM CVS to provide Independent Limited Assurance for selected ESG KPIs. Please see the assurance report provided on page.com/sustainability, along with our basis of reporting document which outlines further detail on our methodology.

Overall total Scope 1, 2 and 3 emissions have decreased slightly in 2023. We continue to make strong progress in transitioning our offices to renewable energy, reducing the use of natural gas heating and working with our facilities

management partners to improve the way we measure and manage waste in our offices. However, these reductions have been offset by increases in business travel (including in company cars) and commuting in our first full year free from COVID-19 disruption.

GHG emission reduction targets

We support the Paris Agreement goal of pursuing efforts to limit the global average temperature increase to 1.5 degrees. This will require global greenhouse gas emissions to halve this decade and achieve a Net Zero position by 2050.

That is why we updated our carbon targets to align with the Science Based Targets initiative’s (SBTi) Net Zero standard, ensuring our emissions reduction strategy is in line with the best in our industry and the United Nations definition of Net Zero¹.

We are committed to being Net Zero across our full value chain, which means reducing our emissions towards zero as far as possible, with residual emissions balanced by carbon removals. We have also set near-term science-based targets to ensure we make meaningful progress this decade.

Our targets are outlined below and have been submitted to the SBTi for formal validation.

Near-term targets:

- 60% reduction in absolute Scope 1 & 2 GHG emissions by 2030 from a 2022 baseline year.
- 25% reduction in absolute Scope 3 emissions from purchased goods and services and business travel by 2030 from a 2022 baseline year.

Long-term, Net Zero target:

- 95% reduction in absolute Scope 1 & 2 GHG emissions by 2050 from a 2022 baseline year.
- 90% reduction in absolute Scope 3 emissions by 2050 from a 2022 baseline year.

See page 10 for a summary of our progress to date against the near-term targets and for our carbon reduction plan.

1.The United Nations Intergovernmental Panel on Climate Change defines Net Zero emissions as the point when “anthropogenic emissions of greenhouse gases to the atmosphere are balanced by anthropogenic removals over a specified period.”



ABSOLUTE SCOPE 1, 2 AND 3 GHG EMISSIONS

Emissions Source (tCO ₂ e)	2022			2023			% change in total emissions (vs previous year)
	UK and offshore	Global (excluding UK and offshore)	Global (including UK and offshore)	UK and offshore	Global (excluding UK and offshore)	Global (including UK and offshore)	
Scope 1 Direct GHG Emissions	141	792	933	55	979	1,034*	11%
Natural gas	86	170	256	19	157	176	-31%
Company owned vehicles ¹	55	622	677	36	822	858	27%
Scope 2 Indirect GHG Emissions (Market-Based)	168	1,881	2,049	71	1,429	1,500*	-27%
Purchased electricity (market based) ²	167	1,877	2,044	51	1,425	1,476	-28%
Company owned electric vehicles ¹	1	4	5	20	4	24	380%
Total Scope 3 GHG Emissions (consisting of the below categories)	10,031	52,297	62,328	9,003	52,981	61,984*	-1%
Category 1: Purchased Goods & Services ^{3,4}	7,695	41,754	49,449	7,434	41,179	48,613*	-2%
Category 3: T&D losses and upstream emissions	194	1,038	1,232	118	1,031	1,149*	-7%
Category 5: Waste Generated in Operations ⁵	170	1,948	2,118	21	101	122*	-94%
Category 6: Business travel ⁶	411	1,347	1,758	687	2,162	2,849*	62%
Category 7: Homeworking ⁷ & Commuting ¹¹	1,561	6,210	7,771	743	8,508	9,251*	19%
Total tonnes of CO₂e	10,340⁸	54,970	65,310	9,129	52,389	64,518	-1%

GHG EMISSIONS INTENSITY

Number of employees ⁹	1,404	7,616	9,020	1,245	6,895	8,140	-10%
Tonnes of CO₂e per employee	7.4⁸	8.2	7.2	7.3	8.0	7.9	10%

ENERGY CONSUMPTION

Scope 1 energy consumption (MWh) ^{10,11}	701	3,247	3,948	346	3,915	4,261	8%
Scope 2 energy consumption (MWh) ¹²	2,266	8,690	10,956	1,457	7,769	9,226	-16%
Scope 3 energy consumption (MWh) ¹³	3,576	11,831	15,407	1,058	17,802	18,860	22%
Total energy consumption (MWh)	6,543	23,768	30,311	2,861	29,486	32,347	7%

- Company car travel for personal use is excluded from emissions. In 2022, it was assumed 75% of travel was for personal use. In 2023, for Spain, France, Italy and the Netherlands, the assumption was replaced with more accurate estimates based on an analysis of known trips resulting in higher percentages for personal use.
- Gaps in electricity data have been estimated based on historical consumption data. Where historical data is unavailable, floorspace is used to estimate electricity consumption.
- Purchased goods and services emissions are calculated using global aggregated figures for procurement spend. Figures for the UK have been estimated by apportioning global emissions to the UK, based on UK FTE as a percentage of global FTE.
- Purchased goods and services includes emissions from our contractor business. In 2022, spend-based estimates were used to estimate emissions for this category. In 2023, these were replaced with estimates based on the actual number of contractors and the nature of their employment (remote IT and HR professionals).
- In 2022, emissions associated with landfilled waste and water were estimated using average intensity metrics per FTE. In 2023, these estimates have been replaced with averages based on a series of waste measurement pilots conducted across the business. This has resulted in the decrease in emissions.
- PageGroup reported global emissions associated with air travel, rail, taxi, bus, accommodation, car rentals and expensed fuel for business travel.
- Homeworker emissions have been calculated based on Ecometrica's homeworking model using FTE data.
- Total tonnes of CO₂e and Tonnes of CO₂e per employees in the UK in 2022 have been restated.
- 2022 FTE is the total headcount for PageGroup as per September 2022. 2023 FTE is the total headcount for PageGroup as per September 2023.
- Energy 1 MWh = 1,000 kWh.
- Energy consumption from Scope 1 relates to energy from fuel for Company vehicles and natural gas use in offices.
- Energy consumption from Scope 2 relates to electricity use in offices.
- Energy consumption from Scope 3 relates to energy from fuel associated with business travel (cars and taxis) and fuel associated with commuting (employee-owned vehicles).

* This metric is subject to external independent limited assurance by ERM Certification and Verification Services Limited ('ERM CVS'). For the results of the assurance, see ERM CVS's assurance report and PageGroup's Reporting Criteria on www.page.com/sustainability.



PROGRESS AGAINST TARGETS

Target	Progress vs baseline (2022)	Commentary and mitigating actions
60% reduction in Scope 1 & 2 emissions by 2030	-15% in Scope 1 & 2 emissions	Our Scope 1 & 2 emissions continued to decrease this year. We successfully transitioned more of our offices to renewable energy. 61% of our offices are now renewable. However, increased company car usage has increased our Scope 1 emissions. We remain focused on electrifying our company car offering, improving energy efficiency in our offices and ensuring we have renewable energy where possible. These measures will help us move towards our 2030 reduction target.
25% reduction in emissions from purchased goods and services and business travel by 2030	+0.5% in Scope 3 emissions from purchased goods and services and business travel	Scope 3 emissions from these categories have remained broadly stable in 2023. Decreases due to a slight reduction in procurement activity this year have been offset by increases in business travel. The uptick in travel is reflective of the fact that 2023 was the first year, post-COVID-19, where all key markets were open. The carbon reduction plan below outlines the steps we will take to help us move towards our 2030 reduction target.

CARBON REDUCTION PLAN

Our strategy to reduce emissions in line with our Net Zero ambition is focused on six key areas:

Renewable, efficient and green offices: We are proactively reducing our energy consumption by increasing energy efficiencies throughout our offices. For example, in 2023, we carried out several new office fit outs with a heavy focus on energy saving initiatives. We will continue to transition our offices to renewable energy. Where infrastructure prevents a straightforward transition to renewable energy, we will support regions to explore alternatives.

Adopting electric vehicles (EV): We continue to provide a range of electric vehicles within our company car offering. Where EV charging infrastructure is limited, we are committed to offering hybrid vehicles as the next best option and, where possible, we offer electric charging points in our offices.

Reducing business travel: In 2023, we developed updated global guidance on necessary business travel and permitted modes of travel. Our aim is to reduce overall travel and increase travel via public transport. We are reviewing

controls, processes and reporting to enable us to improve the way we monitor and manage our travel going forward.

Encouraging low carbon commuting and homeworking: In 2023, we launched a global Commuting Survey, to better understand employee commuting habits, and how we can develop a strategy to support low carbon commuting. COVID-19 has changed the way we work, and we are committed to flexible working and supporting our employees to work remotely.

Transitioning to a low-carbon supply chain: Addressing our supply chain emissions is central to meeting our emissions reductions targets relating to our near and long-term SBTs. This will require collaboration with our suppliers so that we can work together to reduce emissions from the products and services we purchase.

Raising awareness and changing behaviours: We will engage employees to encourage positive behaviours around sustainability, to minimise emissions both inside and outside of work.

In 2023, we continued to offset the emissions we have not yet been able to avoid. Offset emissions do not count towards our reported GHG emissions reductions. Working with Climate Impact Partners, we supported the carbon removal projects below, which were selected based on an employee vote.

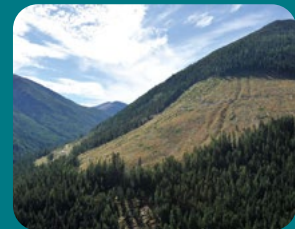
CommuniTree Reforestation, Nicaragua

Working with thousands of smallholder farmers to create long-term income opportunities from growing trees on underused parts of their land.



Darkwoods Forest Conservation, Canada

Protecting approximately 156,000 acres of Boreal forest from subdivision, high-impact logging and other environmental threats.





ESTABLISHING A MEANINGFUL SUSTAINABILITY BUSINESS

As a recruitment company, we are well placed to support the economy's transition to Net Zero. As new industries and markets emerge, others will change, and some will disappear altogether. There is a significant global workforce transformation attached to this which creates both employment opportunities and risks.

Our skills and core expertise means we can play a role in driving positive outcomes from this change in two ways:

First, by promoting inclusive and decent work attached to the Net Zero transformation. Within our Sustainability business we have recruitment consultants around the world placing candidates into green jobs and specifically sustainability-related roles from Chief Sustainability Officers to ESG Analysts. Our Sustainability business continued its significant growth in 2023, increasing by almost 80% this year alone.

We are proud of the progress we are making to place candidates into positions that drive positive environmental and social outcomes.

Second, by taking an active role in mitigating the employment risks attached to Net Zero. At Page, we believe no person, community or region should be left behind as the employment landscape changes. So, in 2023, we established The Green Jobs Foundation as a founding member. The foundation's purpose is to mitigate employment risks driven by climate change, by providing a voice from business on green jobs globally. The foundation will collaborate with current and future job seekers, businesses, other NGOs and government to increase awareness of, and access to, green jobs.

CASE STUDIES

CANDIDATE EXPERIENCE



Working with Page was a very positive experience. It had a very "lean" recruitment process where the first contact made by the recruiter was explicit and enlightening about the challenge. Then, a second interaction with the Company, where they explained the role and what was intended in more detail. It was a very quick process, with very good feedback and helpful follow up from Page after each step.

- Carla Vilar, Portugal Quality Country Manager, Fusion Fuel



CLIENT EXPERIENCE

Transener is the leading public electricity transmission company in Argentina. We worked with PageGroup to recruit a Safety, Hygiene and Environment Manager - a strategically important position. Working with Page was a dynamic, close and effective process. Their expertise and knowledge of sustainability issues ensured we were presented with candidates who not only met the technical requirements, but also shared our vision of sustainability and corporate responsibility.

- Gastón Orazi, HR Director, Transener



GREEN JOBS: STATE OF THE NATION

The Green Jobs Foundation will produce best practice guides, webinars and in-person events, all cross referenced with leading research, policy and advocacy. Its inaugural report "Green Jobs: State of the Nation" highlights the growth of Green Jobs in the UK but also the need to do more to nurture green skills and generate job opportunities in the local areas that would benefit the most.

You can find out more at www.greenjobsfoundation.org





A RESPONSIBLE BUSINESS

At PageGroup, we recognise the significance of applying the principles of good governance to our organisation and maintaining a culture of ethics and compliance. We take our responsibilities in upholding the human rights of those across our value chain, in maintaining the confidentiality and integrity of our data and systems and in complying with relevant tax laws and obligations very seriously.

Details on our approach to the above can be found below and on pages 63-65 and 80 of the Annual Report & Accounts.



CONTRIBUTING TO THE UN'S 2030 AGENDA FOR SUSTAINABILITY DEVELOPMENT

PageGroup is a signatory to the United Nations Global Compact (UNGC). We consider our agreement to the UNGC as an indication of the importance we place on ethical leadership and good governance through values-based strategies, policies, operations and relationships when engaging with all Stakeholders.

We are proud to contribute to the SDGs, which we view as targets and objectives that build on each other to achieve a more sustainable future and make progress toward addressing the blockages to developing a prosperous future globally.

Through our core business activities and sustainability agenda we make significant and direct contributions to SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities and SDG 13: Climate Action, and these are our primary goals. Our activities to date to widening access to sustainable economic opportunities has also contributed to a further 11 SDGs (1, 2, 3, 4, 5, 7, 9, 12, 15, 16 and 17).

HUMAN RIGHTS

PageGroup recognises the fundamental rights of people, including all our People, partners, vendors, suppliers, and contractors as part of our commitment to the UNGC.

In 2023, we deepened our commitment to human rights by:

- Developing a global human rights policy.
- Integrated human rights and due diligence into our responsible procurement strategy.
- Invested in resources and staff for human rights risk assessment in our value chain.
- Promoted and increased employee awareness of our "Speak-Up" helpline to ensure our employees and those in our supply chain can speak up in all situations.

RESPONSIBLE SOURCING

As an organisation we are committed to promoting responsible procurement by integrating sustainability across our procurement processes. We strive for a Net Zero supply chain that reflects our values and that supports us to achieve our sustainability goals.

In 2023, PageGroup implemented the EcoVadis supplier platform to support our approach to managing environmental, social, and governance (ESG) risk and compliance of our value chain. The platform monitors and manages supply chain sustainability, runs risk analyses and reports on the sustainability performance of our suppliers. Going forward, it will allow us to engage our suppliers more effectively on sustainability-related matters and help us to embed sustainability into our procurement decision making.





ACCREDITATIONS



WE SUPPORT



Since 2021, PageGroup has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption.

WE SUPPORT



SUSTAINABLE DEVELOPMENT GOALS

AWARDS, PARTNERSHIPS AND RECOGNITIONS





ESG DATA TABLES

Performance against additional ESG metrics is summarised in the tables below.

ENVIRONMENT

	Units	2023	2022	YoY Change
Carbon emissions (Market-Based)				
Total emissions	tCO₂e	64,518	65,310	-1%
Scope 1 Direct GHG Emissions	tCO ₂ e	1,034	933	11%
Scope 2 Indirect GHG Emissions (Market-Based)	tCO ₂ e	1,500	2,049	-27%
Total Scope 3 GHG Emissions	tCO ₂ e	61,984	62,328	-1%
Other air emissions				
	NOx metric tonnes	Immaterial	Immaterial	Immaterial
	SOx metric tonnes	Immaterial	Immaterial	Immaterial
	VOC metric tonnes	Immaterial	Immaterial	Immaterial
Energy				
Total energy consumption	MWh	32,347	30,311	7%
Total Scope 1 energy consumption	MWh	4,261	3,948	8%
Total Scope 2 energy consumption (Total electricity)	MWh	9,226	10,956	-16%
Scope 2 energy consumption (Electricity – Green Tariff)	MWh	5,850	6,319	-7%
Total Scope 3 energy consumption	MWh	18,860	15,407	22%
Electricity from renewable sources ¹	Percentage	63%	58%	5% percentage point increase
Business travel				
Business travel emissions	tCO₂e	2,849	1,758	62%
Total distance travelled (air)	Km	12,623,170	7,580,611	67%
Total distance travelled (other)	Km	31,470,859	24,865,303	27%
Fleet fuel consumption	Litres	381,210	271,329	40%
Circular flows				
Water supply	m ³	77,550	92,438	-16%
Water discharge	m ³	77,952	38,013	105%
Waste ²				
Total waste	Tonnes	303	4,433	-93%
Recycled and reused	Tonnes	126	5	2,420%
Incinerated	Tonnes	Immaterial	Immaterial	Immaterial
Landfill	Tonnes	177	4,428	-96%
Hazardous	Tonnes	Immaterial	Immaterial	Immaterial
Proportion recycled or reused	Percentage	42%	Immaterial	–

1. Calculated as Electricity – Green Tariff as a percentage of Total Electricity (Green Tariff plus Traditional)

2. Waste pilots were conducted in several offices where actual waste by disposal method was measured and recorded over a period of weeks. Pilots were used to create an estimate of waste to landfill/FTE which was then multiplied by number of employees in each of our offices. In 2022 all waste was estimated based on average global intensity metrics defined by Ecometrica. Reduction in emissions is due to greater visibility of data.



SOCIAL (PEOPLE AND SOCIETY)

PEOPLE	Units	2023	2022	YoY Change
Diversity				
New hires – Women	Percentage	62%	62%	0%
Leadership – Women ¹	Percentage	45%	43%	2% percentage point increase ²
SOCIETY				
PageGroup corporate donations	£	259,266	383,442	-32% ³
Employee volunteering hours	Hours	7,394	5,624	31%
Proportion of employees that volunteered ⁴	Percentage	59%	37%	59%
Community beneficiaries ⁵	Total lives positively changed	133,575	135,871	-2%

GOVERNANCE

	Units	2023	2022	YoY Change
Information protection				
ISO 27001: major non-conformances raised	Number	0	0	0
ISO 27001: Minor non-conformances raised	Number	0	0	0
Responsible supply chain ⁶				
Key suppliers reviewed annually ⁷	Percentage	45%	–	–
Key suppliers with whom ESG action plans have been put in place	Percentage	45%	–	–
Key suppliers PageGroup have engaged on sustainable procurement	Percentage	45%	–	–
Key suppliers whom PageGroup has evaluated their Environmental policy	Percentage	43%	–	–
Key suppliers whom PageGroup has evaluated their Human Rights policy	Percentage	43%	–	–
Key suppliers with certified environmental management system (ISO 14001 or equivalent)	Percentage	33%	–	–
Key suppliers with certified energy management system (ISO 50001 or equivalent)	Percentage	8%	–	–
Key suppliers reporting to CDP	Percentage	35%	–	–
Key suppliers participating in SBTi	Percentage	33%	–	–
Key suppliers with Energy Consumption action plans in place	Percentage	40%	–	–
Key suppliers measuring Scope 1, 2 or 3	Percentage	40%	–	–
Key suppliers measuring GHG emissions	Percentage	38%	–	–
Key suppliers with active sustainable procurement action plans	Percentage	43%	–	–

1. Women within the Leader cohort on December 31st each year

2. The percentage of women in leadership was 42.9% in 2022 and 44.5% in 2023. This represents an increase of 1.6 percentage points.

3. 2022 included a one-off 'out of cycle' donation to RefuAid to support refugees finding employment in the UK.

4. Total number of PageGroup employees at volunteering events divided by total number of PageGroup employees. This figure assumes one employee volunteers at only one event per year.

5. Community beneficiaries are the total number of people whose lives we have changed by sharing our skills as a recruiter to improve their access to employment and career progression opportunities. See social impact 'number of lives changed' for further details on methodology.

6. In 2023, PageGroup implemented Ecovadis, a platform to manage and monitor Supplier's ESG performance. 2023 figures reflect that implementation began in the second half of the year and we anticipate the percentage coverage will increase as the supplier ESG programme continues its roll out in 2024 and beyond. Comparable historic data is unavailable due to lack of the platform.






7. Key suppliers refer to the top 40 suppliers by spend.



STANDARDS DISCLOSURES

The Sustainable Development Goals (SDGs) are the blueprint to globally achieve a better and more sustainable future for all. The table below maps out the link between PageGroup activities and SDGs and, where relevant, the correlation between the UN Global Compact and GRI disclosure principles.




Through our core business activities and sustainability agenda we make significant and direct contributions to SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities and SDG 13: Climate Action. These are our four primary goals. Our activities also contribute to a further ten SDGs (1, 2, 3, 4, 7, 9, 12, 15, 16 and 17). SDG 6: Clean Water and Sanitation, SDG 11: Sustainable Cities and SDG14: Life Below Water are not material to our business and therefore not included below.

SDG and PageGroup impact	Relevant UNGC Principle	Relevant GRI Standard	Relevant page in report
 <p>PageGroup contributes to eradicating poverty by providing candidates with the opportunity for employment. Decent work enables our candidates to provide for themselves and their family.</p>	Principle 6	203-2: Significant indirect economic impacts	PageGroup purpose, p.26 of the Annual Report & Accounts Green growth, decent work and economic prosperity, p.11 Changing lives with our recruitment skills, case studies across p.5-7
 <p>PageGroup's recruitment activity creates the opportunity for an earned income which is a sustainable way to reduce hunger. PageGroup's citizenship activities support foodbanks.</p>	Principle 6	203-2: Significant indirect economic impacts	Supporting Our Communities By Giving Back, p.7
 <p>Employee health & wellbeing is a vital part of PageGroup's culture and our people strategy.</p>	Principle 1	403-6: Promotion of worker health	Culture & Engagement Framework, p.25-41 of the Annual Report & Accounts
 <p>PageGroup recognises that skills, knowledge, and learning gained through education are building blocks for improving people's employability and access to decent work. We run projects and initiatives in the communities where we operate to broaden access to education.</p>	Principle 6	203-2: Significant indirect economic impacts	Changing lives with our recruitment skills, case studies across p.5-7, including: <ul style="list-style-type: none"> Empowering Children Through Scholarship Programme Support in Indonesia, p.7 Restoration Project of Rural School in Colombia, p.7
 <p>PageGroup has set a target to achieve 50% female representation in our senior management by 2030.</p>	Principle 6	405-1: Diversity of governance bodies and employees	PageGroup Culture & Engagement Framework, p.25-41 of the Annual Report & Accounts, including: <ul style="list-style-type: none"> Progress against our women in leadership target, p.4 Women@Page, p.32-33 of the Annual Report & Accounts



SDG and PageGroup impact	Relevant UNGC Principle	Relevant GRI Standard	Relevant page in report
	<p>PageGroup is focused on powering its offices via renewable energy and reducing its energy consumption.</p>	<p>302-3: Energy Intensity 302-4: Reduction of energy consumption</p>	<p>Greening our offices through transition to renewable energy, p.4, 10 & 14 Energy consumption, p.9 & 14</p>
	<p>At PageGroup our purpose is to change people's lives. We have a target to change 1 million lives by 2030 through placements into decent work and through sharing our skills as a recruiter in social impact programmes.</p>	<p>413-1: Operations with local community engagement, impact assessments, and development programmes</p>	<p>PageGroup purpose, p.26 of the Annual Report & Accounts Establishing a meaningful sustainability business, p.11 Changing lives with our recruitment skills, case studies across p.5-7</p>
	<p>PageGroup can play an active role in preparing and positioning the global workforce for a Just Transition to a Net Zero economy. This will support inclusive and sustainable industrialisation.</p>	<p>413-1: Operations with local community engagement, impact assessments, and development programmes</p>	<p>Green growth, decent work and economic prosperity, p.11, including establishing The Green Jobs Foundation</p>
	<p>PageGroup is focused on tackling inequalities by opening doors to employment opportunities to people from all backgrounds. Through our social impact partnerships, as well as our 'day-to-day' placements, we support talented individuals and young people to find and secure meaningful work.</p>	<p>413-1: Operations with local community engagement, impact assessments, and development programmes</p>	<p>Green growth, decent work and economic prosperity, p.11 Changing lives with our recruitment skills, case studies across p.5-7, including: <ul style="list-style-type: none"> Supporting disabled candidates into employment in the UK, p.5 and Belgium, p.5 </p>
	<p>PageGroup undertakes responsible "materials stewardship" across our value chain. As our supply chain is relatively short, and service based and we provide services, not products, the impact of this topic for PageGroup is small.</p>	<p>308-1: New suppliers that were screened using environmental criteria 414-1: New suppliers that were screened using social criteria</p>	<p>Responsible Sourcing, p.12</p>
	<p>PageGroup is committed to becoming Net-Zero across our full value chain by 2050. We are committed to take action on climate by reducing our emissions towards zero as far as possible, as well as by supporting the just transition to a low carbon economy.</p>	<p>305-1: Direct (Scope 1) GHG emissions 305-2: Energy indirect (Scope 2) GHG emissions 305-3: Other indirect (Scope 3) GHG emissions 305-4: GHG emissions intensity 305-5: Reduction of GHG emissions</p>	<p>Reducing our Impact on the Environment, p.8-11, including: <ul style="list-style-type: none"> Carbon reduction strategy, p.10 2023 GHG emissions performance, p.8-9 Establishing a meaningful sustainability business, p.11 GHG performance table, p.9</p>



SDG and PageGroup impact	Relevant UNGC Principle	Relevant GRI Standard	Relevant page in report
 <p>As part of our climate strategy, we offset our emissions supporting carbon removal projects. These projects include initiatives that link communities and biodiversity.</p>	Principle 7, 8	304-3: Habitats protected or restored	Carbon Offsetting, p.10, including support for: <ul style="list-style-type: none"> • A reforestation project in Nicaragua • A forest conservation project in Canada
 <p>PageGroup can contribute to promoting peaceful societies through being a responsible, transparent business with strong governance and accountability at all levels.</p>	Principle 1, 2, 3, 4, 5, 10	205-1: Operations assessed for risks related to corruption 2-9: Governance structure and composition 2-14: Role of the highest governance body in sustainability reporting	Governance highlights and updates, including Corporate Governance, Audit, Cyber Security & Data, Climate Related Financial Disclosures and Taxation, can be found within the Annual Report & Accounts. Governance updates in respect to human rights can be found on p.12 of the Sustainability Spotlight 2023 Report
 <p>PageGroup recognises that advancing the sustainable development agenda requires substantial and ongoing partnerships between different stakeholders. In many of our markets we partner with charities and organisations to share our skills as a recruiter.</p>	Principle 1	413-1: Operations with local community engagement, impact assessments, and development programmes	Changing lives with our recruitment skills case studies with partners across p.5-7 Responsible Sourcing, p.12 Awards, Partnerships and Recognitions, p.13

Key: Ten Principles of the UN Global Compact

Human Rights:

Principle 1: businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour:

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment:

Principle 7: businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption:

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

GRI disclosure elements 203-2, 302-3, 302-4, 304-3, 305-1/2/3/4/5, 308-1, 405-1, 413-1 & 414-1 can be found within the Sustainability Spotlight 2023 Report (reference to page numbers available in the table above); further information in respect 203-2, 405-1, & 413-1, is also available on p.25-41 the Annual Report & Accounts. In addition General Disclosure Elements, 2-22, 2-23, 3-3 & 205 – 2 can be found within the 'Corporate Governance', & 'Strategic Report' sections of the Annual Report & Accounts.



METHODOLOGY

Basis of Reporting

This document sets out the principles and methodologies that PageGroup has used in the reporting of our Sustainability data in the 2023 Annual Report and Accounts and 2023 Sustainability Spotlight.

1. STANDARDS AND PRINCIPLES

Standards

Where relevant, we use standards, reporting guidance and best practice to shape how we report on our sustainability metrics. Specific details are disclosed in the key metrics and definition section.

We calculate our GHG footprint with reference to the GHG Protocol Corporate Reporting Standard using the sustainability platform from Ecometrica, which automatically selects the most geographically and temporally appropriate emissions factors and non-standard conversions (e.g. fuel efficiency, heat content) for each emissions source. The calculations themselves depend on the underlying environmental data collected and provided by our data entry users. Accordingly, the standards also guide the measurement and reporting of all our environmental data.

Principles

In accordance with the above standards, we aim to ensure that:

- we report transparently to help the reader have confidence in the integrity of the data;
- the reported data is relevant to our business and represents our performance; and
- assumptions, estimations and exclusions are stated and explained.

Organisational boundaries

For our sustainability reporting, we have set our boundaries based on our operational control, as defined by the GHG Protocol Corporate Reporting Standard. Unless otherwise indicated, the following are deemed within these boundaries:

- All PageGroup offices occupied in whole or in part. All offices globally are leased.
- PageGroup offices disposed of or acquired during the period are accounted for up until the point of disposal and from the point of opening to employees.
- All PageGroup full-time employees and contractors.
- All PageGroup company cars, whether owned or leased.

Assessment structure

- The 2023 assessment year for our environmental reporting runs from 1st October 2022 - 30th September 2023. For the reporting of our social impact data, the assessment year runs from 1st January 2023 - 31st December 2023.

Key reported metrics

Metric area	Specific metrics
GHG emissions	Scope 1
	Scope 2
	Scope 3
Social impact	Total number of lives changed
	Corporate donations
	Volunteering hours
ESG recruitment business	Growth in net fees from sustainability roles
Gender	Females in senior leadership positions



2. GHG EMISSIONS

Key metrics and definition:

- **Scope 1 emissions**, direct emissions from owned or controlled sources.
- **Scope 2 emissions**, indirect emissions from the generation of purchased energy.
- **Scope 3 emissions**, other indirect emissions that occur in the value chain.

Methodology and approach

All emissions have been calculated using the Ecometrica sustainability platform, which automatically selects the most geographically and temporally appropriate emission factors and non-standard conversions (e.g. fuel efficiency) for each emission source. Site level data is uploaded quarterly by 50+ data entry users. Ecometrica's data sets are reviewed and assured annually.

Further details on specific GHG emissions categories, Scope and assumptions are detailed in the table below:

Reported Metric	Definition and Scope	Methodology and any applicable estimations	Units
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Scope 1 Direct GHG Emissions

Natural gas heating – Stationary combustion	Emissions associated with direct-feed natural gas consumption for the heating of Page premises.	Invoices are used to determine consumption. If unavailable, estimates based on floorspace are used.	Tonnes CO ₂ e
Company cars – internal combustion engine	Emissions associated with fuel combustion.	Total litres consumed by company cars is calculated using a combination of leasing agent reports, expense reports and fuel card reports. A percentage of travel for business purposes is then applied based on an analysis of actual trips taken to business meetings, an assessment of business trips that were expensed or the allowance for personal travel stipulated within local company car policies or contracts. This replaces an assumption of 25% business travel applied in previous reporting years.	Tonnes CO ₂ e

Scope 2 Indirect GHG Emissions (Market-based)

Purchased Electricity – Facilities	Emissions associated with electricity consumed by our facilities. Emissions are calculated via the market-based method.	Electricity consumption data is obtained via invoices from utility providers. Where actual data is not available, estimates are based on floorspace. An emission factor of 0 is applied to electricity from renewable sources and a residual factor based on the grid mix is applied to those from non-renewable sources.	Tonnes CO ₂ e
Purchased Electricity – Company Cars	Emissions resulting from employees travelling via electric company cars.	Electricity consumption data is obtained from credit card transaction reports which detail the cost and units charged. An allocation of travel for business was applied based on the methodology outlined in 'company cars – internal combustion engine'.	Tonnes CO ₂ e

Total Scope 3 GHG Emissions (consisting of the below categories)

Total scope 3 emissions	Summation of the following Scope 3 categories: Category 1: Purchased Goods & Services, Category 3: T&D losses and upstream emissions, Category 5: Waste Generated in Operations, Category 6: Business travel and Category 7: Homeworking & Commuting.		Tonnes CO ₂ e
Category 1: Purchased Goods & Services	Services or goods acquired by the business for business purposes.	A hybrid approach combines actual supplier data (for top 20% of suppliers by spend where information is publicly available) with spend-based estimates for all other suppliers. Spend with suppliers is extracted from NetSuite, our financial system, and combined with an emissions factor based on the category of activity. Actual supplier emissions are found from public sources such as CDP or sustainability reports.	Tonnes CO ₂ e
Category 3: T&D losses and upstream emissions	Losses that occur in transmission of energy between the sources of supply and points of distribution.	Emissions are automatically calculated by the Ecometrica platform, based on energy consumed by geography.	Tonnes CO ₂ e



Reported Metric	Definition and Scope	Methodology and any applicable estimations	Units
Total Scope 3 GHG Emissions (consisting of the below categories)			
Category 5: Waste Generated in Operations	Wastewater treatment and waste disposed of and collected across all buildings deemed within our organisational boundaries, which is sent to landfill.	Waste pilots were conducted in several offices where actual waste by disposal method was measured and recorded over a period of weeks. Pilots were used to create an estimate of waste to landfill/FTE which was then multiplied by number of employees in each of our offices and a waste intensity factor. Water consumption is estimated by multiplying number of employees in each of our offices by a water intensity.	Tonnes CO ₂ e
Category 6: Business travel	Emissions associated with employees travelling for business purposes. Includes travel via car, plane, train, bus and taxi and hotel stays.	Data is obtained via travel agent reports, expense reports and internal travel coordinators.	Tonnes CO ₂ e
Category 7: Homeworking & Commuting	Travel undertaken by employees from their home to their workplace and emissions resulting from days where Page employees work from home.	An annual commuting survey of employees in select offices provides details of average distance travelled to work, the main mode of travel for commuting and number of commuting days. Results from the survey are extrapolated across all offices by using proxies based on similar countries and office location (city center vs. suburb). Homeworking emissions are calculated using Ecometrica's Homeworker Model which combines a location-based emissions intensity with headcount by location and with number of days working at home, estimated by local policies and office trackers.	Tonnes CO ₂ e

Estimates, emission factors & quality assurance

In instances where GHG emissions are known to occur, and where there are known gaps in our data, estimates are used. We have a hierarchy for estimate methods.

Each of the emission factors and non-standard conversions are associated with a level of uncertainty, assigned by the platform based on its associated level of scientific certainty. All factors and assumptions come from recognised and reliable sources including, but not limited to, the UN, BEIS, DEFRA, EPA, and IPCC.

Quality assurance is managed via the Ecometrica platform and involves variance analysis and manual quality assurance.



3. SOCIAL IMPACT

Reported metrics

Reported Metric	Description	Units
Lives Changed	Number of people whose lives we change by sharing our recruitment skills	Number of people
Corporate Donations	Cash contributed by PageGroup to local causes	£
Volunteering Hours	Hours volunteered by PageGroup employees with charity partners	Number of hours

REPORTED METRIC: NUMBER OF LIVES CHANGED

Definition

The number of people whose lives we have changed by sharing our skills as a recruiter to improve their access to employment and career progression opportunities. This includes:

Placements – The number of people placed into permanent and temporary roles by our recruitment consultants.

Social impact programmes – The number of people we have supported with our employability skills and advice, including minority and underrepresented groups, young people, university students, candidates and professionals. Examples include CV writing workshops, LinkedIn advice, interview tips, career coaching and mentoring programmes and events delivered by PageGroup, or through charity partners.

Methodology

Placements – Placement data is extracted from Page's Customer Connect System, our global customer management technology platform.

Social impact programmes – PageGroup's global sustainability team manage regional social impact reporting trackers. Social impact data is collected from the 37 countries within our global Group on a quarterly basis, and we report back to the Board on progress every 6 months. Regional social impact champions manage the collection of the data, which is entered into the sheets by local teams as and when events, initiatives and webinars occur. The number of beneficiaries in attendance is recorded by the local volunteers involved in running the initiatives.

REPORTED METRIC: CORPORATE DONATIONS

Definition

The gross monetary amount that PageGroup pays in support of charity partners and causes locally.

Methodology

The data is collected through our global accounting system, NetSuite.

REPORTED METRIC: VOLUNTEERING HOURS

Definition

The number of hours our people have contributed to actively support charities and good causes in their local communities.

Methodology

Volunteering activity is recorded in the regional social impact trackers by our social impact champions. The hours contributed by our people are logged, alongside a description of the activity, when the activity took place, the name of the charity we worked with and the number of staff taking part.

Volunteering hours are only counted where employees have actively volunteered their time towards an initiative. This includes skills-based volunteering, general volunteering and fundraising events where our people had an active role. It does not include events where staff have a more passive role, such as donating clothes or money.

Volunteering is counted if it takes place in traditional working hours. It is also counted if it takes place outside of official working hours if attributable to flexible working arrangements, events organised by PageGroup, or where our people are representing the Company.



4. SUSTAINABILITY BUSINESS

Reported Metric	Percentage growth of net fees generated from sustainability roles.
Definition	Year on year percentage change from global Gross Profit generated from placements into sustainability related roles.
Methodology	Sustainability related roles are defined based on Job Title. Any job with key words including 'Sustainability', 'ESG', 'Environment', 'Energy', 'CSR', 'Carbon', 'Climate-Change', 'Social Impact' and 'Diversity' is considered a sustainability-related role. Placements data including Job Title and Gross Profit is extracted from our Customer Connect platform and aggregated at a global level across the reporting period.

5. GENDER

Reported Metric	The number of women within leadership roles within our business, globally.
Definition	The physical number of women in our leader cohort globally.
Methodology	Our business is broken down into 3 levels: Core, Manager and Leader. Roles in the Leader cohort are those at Associate Director and above, and are what PageGroup considers 'Senior Management'. This is across all departments of the business and all geographical locations.

PageExecutive

MichaelPage

PagePersonnel

PageOutsourcing

Part of
PageGroup