

## Living our values

We are practical, positive and collaborative and throughout our business operations we are committed to making a constructive and lasting impact. Our social value policy is divided into four key areas:

### Our workplace

We believe in supporting our employees' growth in all aspects of their lives.



Private Healthcare



Employee Support Programme



Career Clarity



Reward Scheme



Free Fruit



Green Commuting



Counselling



Enhanced Parental Leave



Personal Training Plans



Clothing Loan



Increased Holiday to 30 Days



Pension

### Communities

We ensure that we make a wider positive impact alongside achieving our business outcomes.



2 Days Volunteering Leave



Charity Partnerships



Supporting the Armed Forces



Supporting Young Women



Supporting Clients' Charities

### Environment

We make choices that lessen our environmental impact.



100% of Office Equipment Recycled



51% of General Waste Recycled



Paperless by 2020 Target



Environmental Awareness Accreditation



Sustainable Merchandise

### Marketplace

We are responsible recruiters who can be relied upon.



Alternative Office Space for Clients



Data Protectors



Quality of Service Accreditation



Recruiting Locally



Supporting SMEs