

IMPACT REPORT



**RECRUITMENT
GROUP**

A brighter future for all

Sustainability and environmental impact are paramount to JGA Recruitment Group as we recognise our responsibility to minimise our footprint and contribute positively to the planet. We believe that fostering a sustainable business model not only benefits the environment but also enhances the well-being of our communities and strengthens our brand reputation. Through mindful practices, such as reducing waste, conserving resources, and supporting eco-friendly initiatives, we aim to lead by example in creating a brighter, greener future for generations to come.



We have partnered with Greenify® to create environmentally balanced services – empowering us and our clients to offset the impact on our planet.

Impact Snapshot

80

Tonnes of Carbon
emissions offset

68kg

Of nature-bound plastic
waste recovered and
repurposed

16

Trees planted



We have partnered with Greenify Talent to enhance our brand, win new business and grow market share through a unique, eco-positive proposition.

By partnering with Greenify Talent, we empower our clients to greenify their new hires via an innovative personal environmental offset.

Each greenified hire is underwritten by a bundle of natural climate solutions that neutralises one personal eco-footprint for one year:



Deforestation footprint - 8 trees planted

Plastic pollution - 34 kg of plastic waste recovered and repurposed



Carbon emissions - 12.7 tonnes of certified carbon credits

Environmentally Conscious Activities (1/2)

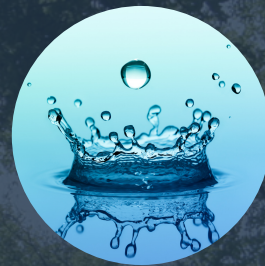


Donating Old Laptops

We donate old laptops to charity to prevent them from ending up in landfills. This initiative promotes sustainability and supports those in need, aligning with our commitment to responsible disposal practices.

Energy, Water, & Waste Monitoring

We meticulously monitor our energy, water, and waste usage, aiming to decrease it each year. Through careful analysis and sustainable practices, we actively reduce our environmental footprint.

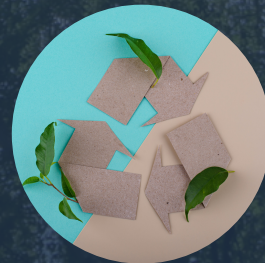


Recycling

We conscientiously recycle food packaging, coffee pods, and electronic waste. Our commitment to sustainability includes responsible disposal practices, contributing to a greener and more environmentally conscious workplace.

Environmentally Preferable Purchasing Policy

At JGA Recruitment, we conduct our business with environmental consciousness. Our Environmentally Preferable Purchasing Policy mirrors our dedication to sustainability, responsible sourcing, and reducing our ecological footprint, fostering positive environmental change.



Travel & Expenses Policy

The expenses policy at JGA Recruitment offers clear guidance on expense validity, claim procedures, controls, and necessary authorisation. It ensures efficient resource utilisation in line with the organisation's strategic framework.



Environmentally Conscious Activities (2/2)

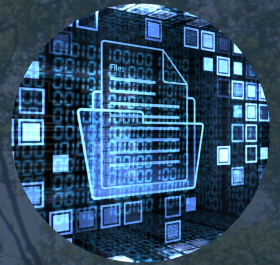


Local Sustainable Suppliers

We favour local sustainable providers, reducing emissions, bolstering the community, and promoting responsible consumption. This approach aligns with our commitment to ethical business practices and environmental stewardship.

Digital Documents

We exclusively uses digital documents, lessening environmental impact by reducing paper usage. Embracing digitalisation aligns with our commitment to sustainability and minimising our ecological footprint.



Reducing Energy Consumption

We aim to cut energy consumption by using LED light-sensitive auto lighting and ensure electronic devices are switched off when not in use.

Zero-Carbon Electricity

We demonstrate our commitment to sustainability by choosing to power our office with zero-carbon electricity. This decision reflects our dedication to reducing our carbon footprint and supporting environmental preservation efforts.



Sustainable Packaging

We strive to procure items with sustainable packaging whenever feasible. This commitment aligns with our dedication to environmental responsibility, minimising waste and promoting eco-conscious practices.



Wellbeing Initiatives

Office Plants

We enhance our workspace environment with office plants, which improves air quality, boosts morale, and contributes to a healthier workplace atmosphere.



Cycle To Work Scheme

We promote eco-friendly commuting with our cycle to work scheme, allowing employees to buy bicycles tax-free. This initiative encourages sustainable transport choices and fosters healthier lifestyles among our team.



Healthy Eating

We prioritise employee wellbeing by offering free healthy ingredients for creating nutritious lunches and breakfasts. Supporting healthy eating habits fosters productivity and vitality within our team.



Employee Onboarding

We integrate environmental awareness training into our onboarding process, equipping employees with knowledge and practices to foster sustainability in their roles and beyond, promoting a greener future.



Charity Days

We offer paid charity days annually for our employees to support local communities and meaningful causes. This initiative demonstrates our commitment to social responsibility and making a positive impact.



Our Impact Scorecard 1/2



How is JGA planning to reduce energy usage by 10% by 2026?

Action Plan

- Remind employees to switch off all computers and other equipment that isn't being used – daily reminders are being sent to the calendar of each team member
- Switch to energy-efficient light bulbs. LED bulbs can help you save as much as 80% on lighting
- Reducing heating temperatures by just 1°C can cut fuel consumption by 8%
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- In August we used the most electricity due to the aircon being on – We will turn it up one degree, keep the windows sealed, and use an energy management system

Current score: 7/10

How JGA is planning to divert 80% of waste from landfill by 2026?

Action plan

- Increase Recycling
- Repairing – will consider repairing items instead of discarding them
- Food Waste Reduction by planning the meals, use shopping lists, consume leftovers, store food properly, and reduce portion sizes.
- Sharing Economy – will use Gumtree, Facebook Marketplace to extend the life of items we no longer need – desks, chairs.

In 2023 JGA has recycled 401kg. For 2024 JGA is planning to recycle over 800kg.

Current score: 7.5/10

Our Impact Scorecard 2/2

Greenify for JGA

Deforestation footprint
8 trees planted

Carbon Emissions Offset
03.07.2023 - 62 tonnes
01.01.2024 - 80 tonnes

Trees Planted
03.07.2023 - 16
01.01.2024 - 16

Plastic Waste Recovered
03.07.2023 - 68kg
01.01.2024 - 68kg

Greenified Hires
03.07.2023 - 2
01.01.2024 - 2

For 2024 JGA is planning to plant 16 trees

Current score: 8/10

Charity Donations 2023

In 2023 JGA donated a total of £1,596.50 across:

- The Ollie Foundation
- Shooting Star
- Crowd Funder
- The Eve Appeal

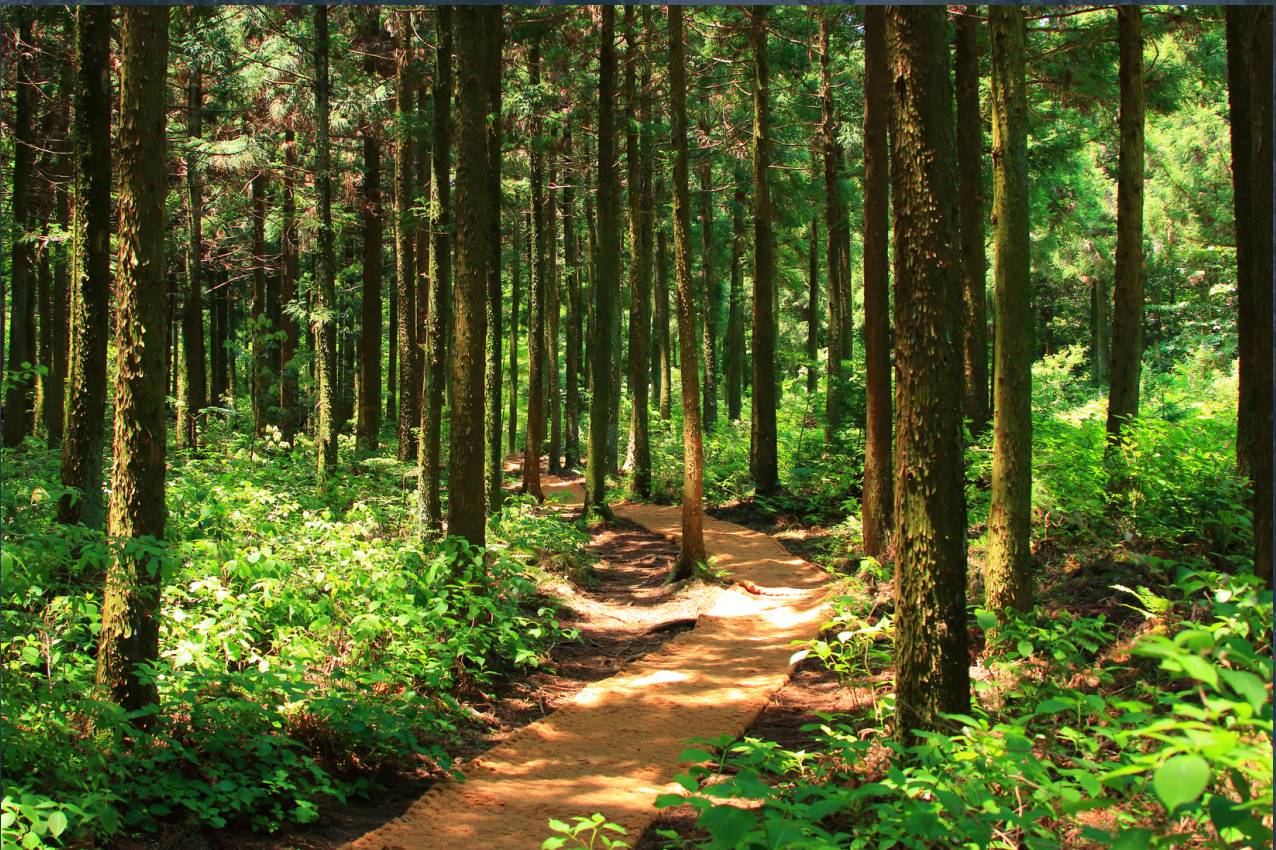
Charity Activity Days 2023

- 6 people x Dandelion Time Project
- 8 people x The Eve Appeal Moonlight Walk
- 8 people x Golf Day for The Ollie Foundation

Current score: 6/10

We're always trying to improve!

At JGA, we continuously strive to enhance our environmental initiatives. We welcome your suggestions to further our commitment to sustainability and promote eco-conscious practices within our organisation.



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