

A close-up photograph of a person's face, focusing on their eyes and nose. They are wearing dark-rimmed glasses. The lenses of the glasses reflect a digital screen with various data points and charts, suggesting a focus on technology or data analysis. The background is dark and out of focus.

# ESG Impact Report 2021

s|three

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CEO's statement

# We're committed to taking meaningful action to build a sustainable future for everyone.

Whether it is engineers building green infrastructure, developers aiding digital transformation or the scientists helping to develop life-changing drugs, specialist STEM talent plays a vital role in tackling the most complex issues facing our world. We know this first-hand. As a global STEM-specialist talent partner, we connect sought-after specialists with dynamic organisations across the world.

As the world continues to recover from the Covid-19 pandemic, the demand for specialist STEM skills continues to rapidly increase.

Through our purpose of bringing skilled people together to build the future, we're pairing change-making STEM talent with game-changing organisations and helping them deliver innovations to make the world better.

This report outlines the significant progress we're making towards the ambitious targets we set in 2020. Not only that, but it provides a clear picture of how SThree is contributing to the UN Sustainable Development Goals. We're committed to taking meaningful action to build a sustainable future for everyone.

**Timo Lehne**  
SThree CEO



# ESG targets & 2021 progress

To positively impact **150,000 lives by 2024**

**55,771 lives**

positively impacted by SThree since 1 Dec 2019

#### 2021 activities

**22,073** accessed decent work through SThree placements

**4,210** accessed our career support programme

**2,227** accessed community programmes we delivered

**2,709** accessed career development opportunities hosted by SThree

**1,850 hours** of volunteering supported people in our local communities

#### Alignment to strategic pillars

- Deliver sustainable value to our candidates and clients
- Find, develop and retain great people

#### Sustainable development goals



Doubling the share of our global renewables business by 2024

**46% growth**

in our renewables business net fees since 2019 (baseline year)

#### 2021 activities

**22% growth** in our renewables business net fees YoY in 2021

**Established** a global renewable energy network to drive business development on a global scale.

#### Alignment to strategic pillars

- To be a leader in the best STEM markets we choose to serve

#### Sustainable development goals



Discover the progress we made in 2021 against our ESG Targets

To direct our ESG activity, and ensure we make an impact, we announced ambitious targets in 2020, all aligned to our strategy.

To reduce our absolute carbon emissions by **20% by 2024**

**-71% reduction**

in carbon emissions in 2021 from 2019 (baseline year)<sup>1</sup>

#### 2021 activities

**-44% carbon reduction** in 2021 in comparison to 2020

Please note Covid-19 restrictions continue to impact our offices and therefore carbon emissions.

Expanding our scope 3 carbon reporting for 2022 disclosure and delivering our TCFD report.

#### Alignment to strategic pillars

- Create a world-class operational platform through data, technology and infrastructure

#### Sustainable development goals



<sup>1</sup> Carbon reduction is related to scope 1, 2 and limited scope 3 emissions.

<sup>2</sup> This measure covers all female leaders as a collective group from sales cohorts Level 3 (Business Managers) and Level 4 (Directors), core functions - Directors only, ExCo, NEDS.

Our targets provide transparent measures to demonstrate how our business contributes to the UN Sustainable Development Goals. We will continue to utilise data to measure and report our progress each year.

We aspire to increase gender representation at leadership levels to **50/50 by 2024**

**31% women**

in leadership positions<sup>2</sup>

#### 2021 activities

Turnover of women slightly **increased by 1%** in 2021, however, we did increase the level of women represented in our Executive Committee ('ExCo') roles.

We also launched IdentifiFY+, the second cohort of our leadership development programme, supporting emerging women leaders from across the business.

#### Alignment to strategic pillars

- Find, develop and retain great people

#### Sustainable development goals



# Environment

## Tackling climate change



2021 key outcomes:

**46%**  
**growth**

in renewable energy  
business since 2019

**44%**

reduction in carbon  
footprint YoY in 2021

**474**

hours of volunteering in  
environmental projects

**738+**

renewable energy  
placements

**In November 2019 we committed to reducing our carbon footprint by 20% by 2024. Four months later, the global pandemic hit, causing worldwide disruption and reshaping how we all do business.**

We responded fast, transforming how we operated so we could continue to perform in the new market conditions. We temporarily closed offices across the globe, imposed travel restrictions and supported colleagues working from home with technology and training. As a result of the pandemic, our carbon footprint has reduced by 71% since 2019, far exceeding our original target for 2024.

We spent time considering the impact climate change will have on our business and our own environmental impact. We have an important role to play in reducing our CO<sub>2</sub> emissions. We also provide the talent needed to overcome the climate emergency.

The focus throughout 2021, both internally but also in the wider market as a result of COP26, was the need to build a solid transition plan to a low carbon future and meet the targets set out in the Paris Agreement.

We committed to set a net zero target using the robust Science Based Target initiative's ('SBTi') Net Zero Standard. This ensures our target will be aligned to climate science and provides transparency to all our stakeholders. We will announce our net zero target in 2022 once we have completed the SBTi validation process.

**Gemma Branney**  
Global Head of ESG



## Our road to net zero

We welcomed the introduction of the SBTi Net Zero Standard and we have taken time to consider how SThree will transition to be a net zero business. We do not want to 'greenwash': we want to be credible and transparent, with clear targets and accountability.

SThree has been measuring and reporting its carbon footprint for over a decade. In 2021 we conducted a Scope 3 materiality assessment and, as a result, extended our inventory to include all 15 categories of Scope 3 carbon emissions. We have reviewed our carbon footprint since 2019 to establish a baseline for Science Based Target setting.

Understanding the carbon emissions of our full value chain was an essential step in mapping out the road to net zero. Once completed, we established working groups to support the development of net zero transition plans for each of our high-emitting business areas.

These include:

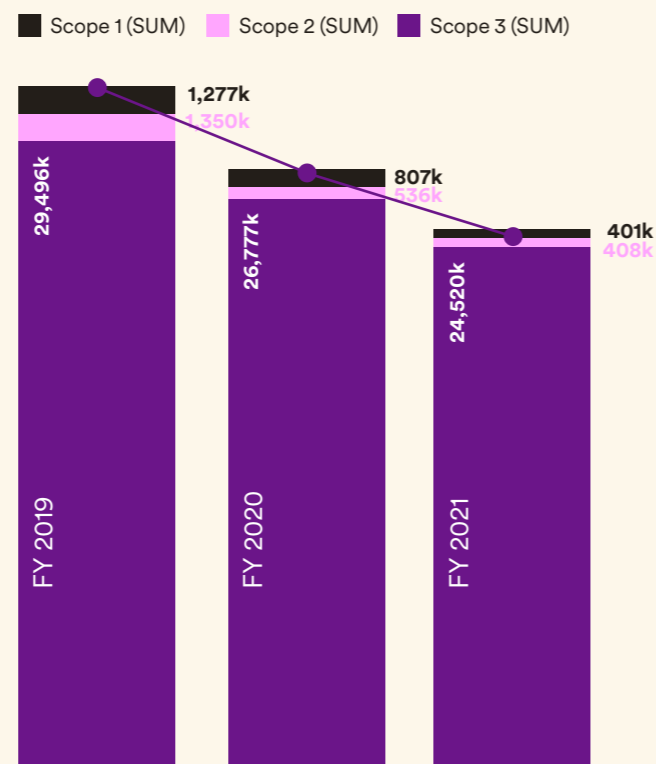
- our property portfolio;
- business travel;
- company vehicles; and
- our supply-chain.

Before being able to announce a SBTi validated net zero target, we had to do the following:

- Draw up a well-considered, data-led, transition plan.
- Implement transparent reporting including full scope 3 emissions which will be disclosed in 2022.
- Establish a carbon removal investment plan that will introduce nature-based solutions as we transition.

These phases are all now complete and we will launch our net zero target in 2022, following SBTi validation.

### Total emissions over time (tCO<sub>2</sub>e)<sup>1</sup>



<sup>1</sup> In 2021 we disclosed scope 1, 2 and limited scope 3 in our SEC Report within our [Annual Report and Accounts](#). From 2022 we will disclose full scope 3 emissions within our Annual Report and Accounts.



### Case study

## Carbon removal

By offsetting our reported emissions, SThree has been carbon neutral since 2014. As we embark on our net zero journey we will continue to invest in nature based carbon removal projects through our partner, Earthly.

In 2021 we invested in The International Small Group & Tree Planting agroforestry project in Kenya. The project combines agroforestry and sustainable development to empower subsistence farmers with the technical know-how to protect their land from the impacts of climate change. The farmers own their land and receive carbon revenue by planting native trees, which protect them from extreme weather events and improve the biodiversity of the region. Our support of this project has removed 1,400 tonnes of CO<sub>2</sub> from the atmosphere.

**1,400**  
Tonnes of carbon dioxide removed from the atmosphere



**30m**

Additional roles  
will be needed by  
2030 to facilitate  
a low carbon  
future

## The skills needed to transition to a low carbon economy

By providing access to STEM expertise, SThree plays a critical role in the transition to a low carbon future. STEM skills will be at the forefront of developing the innovative solutions needed for every industry to move to net zero.

The energy industry alone estimates an additional 30 million roles will be needed by 2030 to facilitate its transition<sup>1</sup>. We are uniquely positioned to be the global talent partner for green skills with a strong candidate base offering the essential STEM skills needed.

### Green skills pipeline

The STEM talent gap continues to be a key challenge for many of our clients and predictions estimate the skills gap will continue to widen as the war for talent gathers pace, particularly for green roles.

Building a diverse STEM talent pipeline has been a core priority of SThree's social value programmes for many years. Developing a diverse green skills pipeline is a key component of this.

In 2021 we delivered green career insight initiatives with both non-profits and education partners. Collaborating with green clients such as Bouygues, ScottishPower and Michael J Lonsdale, we ran sessions to show young people the breadth of opportunities and diverse pathways into green careers. Over 50 pupils attended our initiatives. 89% said they were more likely to consider a green career as a result of the programme.



### Developing the skills the world needs today

In 2021 we placed over 738 STEM specialists in renewable energy roles and many more in roles critical to building sustainable solutions. The transition to a low carbon economy, and the emerging skills it requires, is constantly changing. So professional development has never been so critical.

In 2021 we delivered 7 STEM Series events focused on green skills and innovation for existing and aspiring STEM professionals. The events provided the upskilling and knowledge-sharing needed to thrive in a green career and drive progress towards net zero.

<sup>1</sup> International Energy Agency ('IEA') data.



## Climate risk, informing our approach to growth

We are committed to providing transparency to our stakeholders regarding the climate-related risks and opportunities that may impact our business. As the risk profile of climate change is constantly changing, we are also committed to being open about how our understanding of the challenges is evolving and our resilience capability, both in relation to our strategy and our risk management response. As a result, in 2020 we committed to early adoption of the Taskforce for Climate-related Financial Disclosure ('TCFD').

In order to align to the recommendations of TCFD, we have:

- implemented a climate-related scenario analysis framework with three key scenarios based on the Network for Greening the Financial System ('NGFS');

- integrated climate change as an emerging risk within the SThree Enterprise Risk Management and Governance Framework;
- strengthened our ESG Committee to improve governance and Board oversight of climate-related risks and opportunities, with attendance from our CEO, CFO and other Executive Committee members; and
- published alongside our Annual Report and Accounts a [TCFD Report](#).

We use climate-related scenario analysis to identify risks and opportunities. These then inform the strategy and financial planning of the business. The aim is always to ensure our response to climate change makes a positive contribution to our performance, growth targets and stakeholders.



# Social

Building an  
inclusive  
workforce  
for the future

**“Our success comes from fostering an environment that is inclusive, empowering, and safe for everyone. We create a positive work atmosphere where we celebrate our differences. It’s our priority to make sure everyone feels like they belong at SThree.”**

**Matthew Blake**  
Chief People Officer



**7,953**  
hours of training  
were provided  
through our  
academy

## Find, develop and retain great people

### Nurturing talent

In July 2021 we launched the SThree Academy, a digital learning platform with 13,855 learning modules accessible to all colleagues across our global network. 7,953 hours of training were provided through the academy, covering a wide range of topics and skills. The academy allows everyone to build bespoke development plans and learning pathways, with new learning courses and content being regularly added.

We ran a Leadership Development programme for 50 leaders and senior managers and launched our second Women in Leadership development programme, IdentiFy+.

When designing these programmes, we gather employees from across the organisation – from different functions, countries and regions – so people who ordinarily would not meet have the opportunity to collaborate and learn together.

As well as providing learning and development opportunities for our people we continue to prioritise the health and wellbeing of all our colleagues at SThree. Everyone has access to our employee assistance programme for health and wellbeing support as well as our wellbeing initiative, Thrive.

### Empowering our colleagues to thrive

In 2020 we launched our employee health and wellbeing program, Thrive. Alongside our Employee Assistance Program, Thrive encourages colleagues to think about their personal health and wellbeing. Various wellbeing resources and Thrive Time (2.5hrs per month dedicated to wellbeing) has seen colleagues take part in yoga, mindfulness sessions, exercise classes and other activities that promote positive wellbeing.

### Refreshing our approach to colleague feedback

We wanted to improve how we capture and act upon colleague feedback. So in 2021, we launched a new colleague engagement tool. This new annual survey covers a range of topics including DE&I, health and wellbeing, strategy, reward and line manager feedback. The results inform action plans and people priorities for the coming year.

### Being leaders in diversity, equity and inclusion

In 2020 we launched our DE&I strategy with three key priorities that direct our actions and behaviours. In 2021 we made the following progress against our DEI priorities:

**Increase representation of diverse groups at all levels, with a specific focus on leadership**

**49%**  
female representation at all levels across the Group

IdentiFy+ is our leadership programme for diverse talent, providing mentoring and development opportunities for participants.

We partner with communities such as Black Professionals Scotland to offer internships and career entry opportunities.

**Create a more inclusive environment by actively valuing difference and realising the power of allyship**

**1,600+**  
colleagues attended DEI awareness events

In the US our colleagues have established six Employee Resource Groups to network, collaborate and influence change in the business. Our Employee Resource Groups bring together internal communities, for example women, LGBTQIA+, African American and parent colleagues.

**Place greater emphasis on action led by countries and functions across the organisation**

**9**  
events across the business to raise awareness and educate

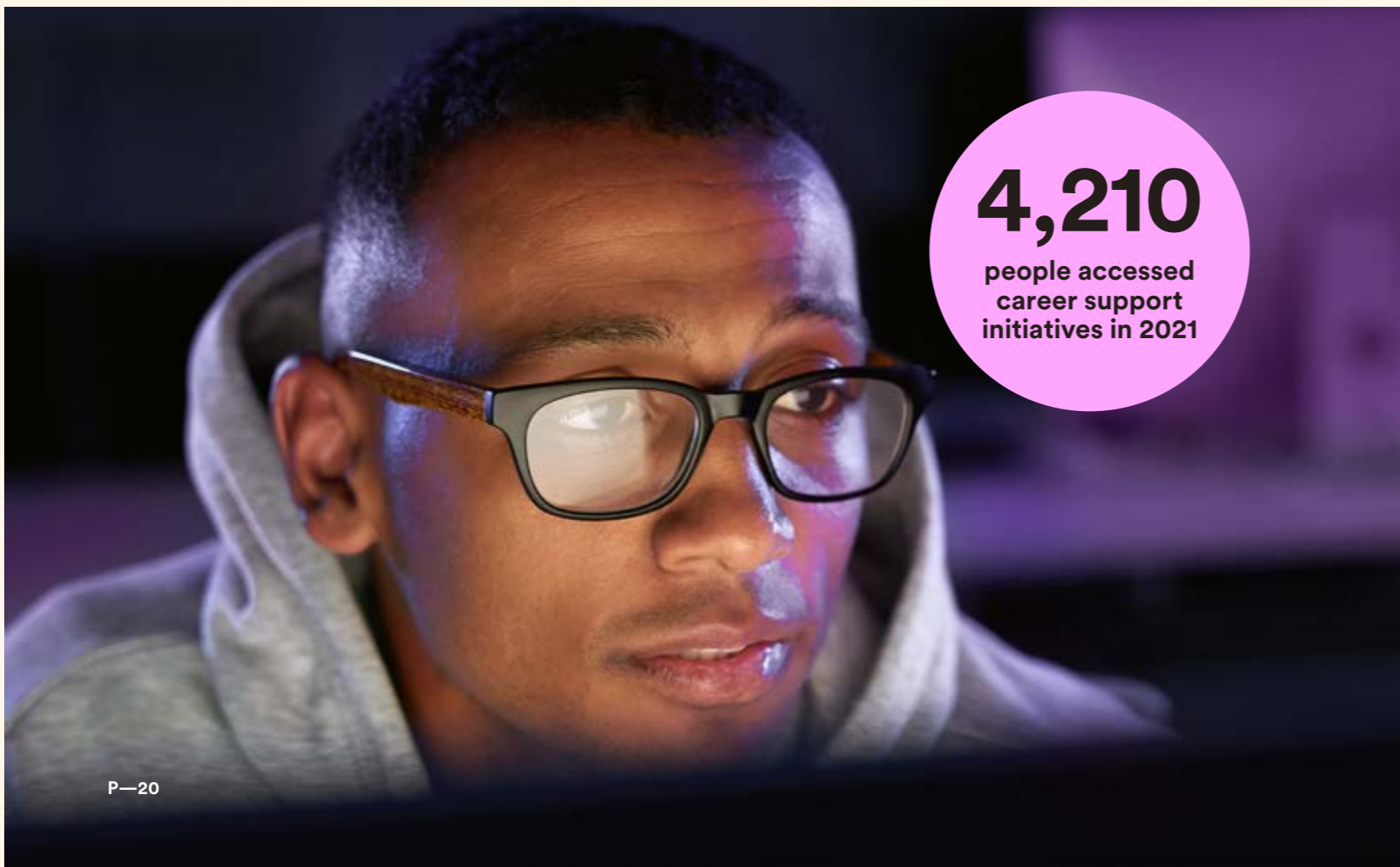
Regional DEI targets drive positive outcomes including improved representation across genders and nationalities.

## Building a diverse STEM talent pipeline

Financial inequality continues to be a key challenge for society and underpins many of the UN Sustainable Development Goals. Decent work and the financial security this affords is fundamental to tackling many societal challenges. For as long as unemployment and underemployment continue to challenge communities the STEM skills gap will widen.



**6,118**  
young people  
competed in the  
Global Innovation  
Challenge



**4,210**

people accessed  
career support  
initiatives in 2021

At STthree, we can see how our role in connecting clients with STEM talent, and overcoming the STEM skills shortage, can facilitate societal change through access to decent work. We build outcome-driven programmes that support diverse communities, and those at higher risk of unemployment, helping people access career pathways.

### Breaking the Glass

Women continue to be underrepresented in STEM and only represent around 28% of the global STEM workforce. This has a direct impact on the innovation and success of companies. So, six years ago, we launched Breaking the Glass.

Our programme brings together clients, industry bodies, community groups and individuals who want to support the progression of women in STEM. In 2021 this resulted in a programme with 29 learning and networking events for aspiring and existing women in STEM. With 46 industry leaders speaking on panels, we provided women with knowledge, insights and skills on topics related to STEM, personal development and career progression.

**2,122**

people joined our Breaking  
the Glass community

# Our community

**33,150**  
Lives impacted\*

**92**  
Partners collaborated with\*

**1,850**  
Hours Volunteered\*

**£108,151**  
Financial contribution\*

\*FY21

## 1 USA

**Partners:**

- Your Future Map
- Project Syncere
- First Workings
- Urban Ed

Providing career coaching to people from underserved communities. This includes CV advice, mock interviews and career insights to increase employability.

**Impact:** 179 beneficiaries / 40.5 hours volunteered

## 2 UK

**Partners:**

- Speakers for Schools
- Aleto Foundation
- Generating Genius
- Black Professionals Scotland

Providing green career insight days to secondary school pupils with Speakers for Schools. Providing CV advice and interview training to young people from underrepresented communities interested in STEM careers.

**Impact:** 131 beneficiaries / 73.5 hours volunteered

## 3 Netherlands

**Partners:**

- YoungShip Rotterdam
- Forward Inc.

Hosting sales training and sharing insights from a recruiter's perspective to young entrepreneurs across the Netherlands.

**Impact:** 110 beneficiaries / 8 hours volunteered

## 4 Belgium & Luxembourg

**Partners:**

- Duo for a Job

Reviewing CVs of young people out of work and upskilling their mentors to deliver support on digital recruitment.

**Impact:** 65 beneficiaries / 11 hours volunteered

## 5 Germany

**Partners:**

- Joblinge

Career training and coaching to refugees and young people to prepare them for the job market.

**Impact:** 99 beneficiaries / 83 hours volunteered

## 6 APAC

**Partners:**

- Kids Door
- Helping and Empowering Neighbours ('HEN')

Sharing career pathways with children from disadvantaged backgrounds to inspire them to pursue their desired career. Created flashcards on soft skills for women from low income families to increase employability.

**Impact:** 30 beneficiaries / 21 hours volunteered



# Governance

## Building on our business ethics



We develop and implement policies and business practices that are underpinned by our operating principles:

**Build trust**

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**Care then act**

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**Be clear then aim high**

# We endeavour to embed ethical business practices into every aspect of our operations.

You can see it demonstrated in our respectful relationships with clients, candidates, suppliers, governments, communities and our people. Ensuring candidates are placed in fair and decent work is a fundamental pillar in our recruitment process. We have a responsibility to all of our candidates to ensure that, when they join companies, they are not subjected to any violations of the Human Rights Convention including bribery, corruption, exploitation, forced labour or modern slavery.

## In 2021 we made significant progress in the following areas:

### Human Rights

Established and launched a new DE&I policy to ensure equality throughout our value chain; implemented improved supplier processes to reduce the risk of modern slavery and human rights breaches in our supply chain.

### Health & Safety

Appointed a new Health & Safety Officer and agreed a strategy to build on our existing practices.

### Data Protection

Implemented new mandatory data protection training for all employees.

### Anti-bribery & Corruption

Revised and refreshed our current policy as well as our Gifts, Hospitality and Charitable Contributions Policy.

**Although not fully inclusive of everything we do in this area, the following key themes demonstrate the policies we currently operate and monitor.**

Policy	Key themes	Implementation	Due diligence	Reporting
<b>Anti-bribery and corruption</b>	<p>SThree has a zero tolerance approach to bribery and corruption.</p> <p>The policy describes our values, business behaviours and our commitment to doing the right thing.</p> <p>It outlines measures, governance and controls to mitigate bribery and corruption risk and reporting of breaches to our policy.</p>	<p>Our policies are available to all employees and shared during on-boarding. Policy changes are communicated across the Group and in 2022 we will be implementing further training related to anti-bribery and corruption.</p> <p>We complete financial risk checks on key clients and suppliers which includes identifying any historic or current issues surrounding bribery and corruption.</p>	<p>All employees are required to accept and adhere to the policy. We also monitor the conduct of major contractors and suppliers and have a right of termination in the event that they pay or solicit bribes. Any areas for improvement in this area are shared with contractors or suppliers, based on audits.</p>	<p>Policy roll out and acceptance by email is reported back to the Group HR teams. Where appropriate, areas of non-conformance, measures to correct them, and any disciplinary actions, are included in internal audit reports.</p>
<p><b>Human rights</b></p> <p>Related polices:</p> <p>Code of Conduct</p> <p>Global DE&amp;I policy</p> <p>Procurement Process</p>	<p>We respect the rights and dignity of all people. Our focus is on mitigating human rights violations from our full value chain, whether it be the clients we place talent in or the suppliers who provide services to our business.</p> <p>Our policies set out clear values and principles for every stakeholder to adhere to.</p>	<p>Ethical recruitment is a key theme in the training and continuous learning of all of our people. Through our client and contractor engagements we ensure the right processes are in place to protect our candidates.</p> <p>We conduct checks on new clients, to ensure they meet our values, and deliver regular check-ins with every contractor to ensure working conditions are as agreed.</p> <p>In addition, we conduct checks on suppliers both during on-boarding and through our supplier relationship management platform.</p>	<p>We have processes to identify, measure and address potential and actual human rights violations across our business through people surveys, supplier questionnaires and risk assessments, and through the whistleblowing service.</p> <p>Employees, contractors or other third parties are required to immediately report any instances of unethical behaviour or suspicion of malpractice to a line manager or a member of the Group HR Team.</p>	<p>Any breaches in human rights are reported to our Chief People Officer and relevant authorities for this, modern slavery and whistleblowing, we would also want reporting to the GC (in 2022 this would be Head of Business Integrity) because of the legal implications.</p>

Policy	Key themes	Implementation	Due diligence	Reporting
<b>Modern slavery and human trafficking</b>	Although the risk of modern slavery and human trafficking in relation to SThree is low, we have qualified monitoring of our supply chain to ensure we fully understand and mitigate the risk.	In 2021, the Directors assessed the risk of modern slavery in our key areas of operation. We also made appropriate supplier checks around governance and financial standing and determined that the risk of slavery or human trafficking continues to be low within our supplier base.	We have processes in place to: <ul style="list-style-type: none"> <li>• identify and assess potential risk areas;</li> <li>• mitigate risks occurring in our supply chains;</li> <li>• continually monitor risk; and</li> <li>• protect whistleblowers via a confidential and independent reporting process.</li> </ul>	All risks in this area are reported to our Chief People Officer and, where required, to the relevant authorities.  The Company's Modern Slavery and Human Trafficking Act statement can be found on our website.
<b>Health and safety ('H&amp;S')</b>	The Group is committed to the health, safety and welfare of all current and potential employees.  Key arrangements outlined in the policy are: <ul style="list-style-type: none"> <li>• risk assessment;</li> <li>• work equipment;</li> <li>• monitoring H&amp;S procedures (inspection/audit regime);</li> <li>• managing third-party contractors; and</li> <li>• emergency procedures.</li> </ul>	Employees are inducted to the business with an H&S briefing. There is an H&S lead in every office to ensure we continue to provide a safe place for our people and visitors.	Following the events of the last 18 months, we invested in this area by addressing the impact the ongoing health crisis had on our processes and ways of working. We increased the support for our people in areas such as dependant care, absence management, flexible working and information sharing. A Group-wide leadership team was established covering all geographies to ensure a Group-led risk assessment and analysis process, and the setting of minimum standards for local specific setting of minimum standards for priority business locations. We conducted analysis on the H&S arrangements and requirements for our employed contractor population.	H&S concerns and incidents are reported to our H&S leads who promptly act on mitigating these risks with the local leadership teams.

Policy	Key themes	Implementation	Due diligence	Reporting
<b>Whistleblowing (both employees &amp; contractors)</b>	Our whistleblowing line/service lets anyone who works for or with us to confidentially report anything that goes against our Code, including bribery, corruption, human rights' violations, bullying or harassment.	SThree's whistleblowing policy, as well as other relevant policies, such as Anti-Bribery & Corruption are stored publicly, and the Code of Conduct is stored on the internal intranet for employees to access, in addition to being included in each employee's on-boarding process.	SThree is committed to conducting its business with honesty and integrity, and we expect all our people to maintain high standards in accordance with our Anti-Corruption and Bribery Policy and our Code of Conduct. All colleagues are made aware of the policy and their obligations, as well as the internal and external whistleblowing hotlines that are available 24/7.	SThree has a confidential, 24/7 whistleblowing hotline where employees are encouraged to report any instances of alleged fraud, corruption, illegal activity, bribery, criminal offences, damage to the environment, endangering someone's health and safety and miscarriages of justice. SThree commits to providing support for both the data subjects and those who whistleblow, and we will always launch a comprehensive investigation.
<b>Data protection</b>	SThree is committed to compliance with data protection and other privacy laws relevant to its activities. In order to help SThree achieve compliance, all employees must read and comply with the requirements set out in our Data Protection Policy when undertaking all data handling activities performed on our behalf.	In 2021, SThree launched a data protection course for all employees to complete.  It tested: <ul style="list-style-type: none"> <li>• understanding the purpose of the principles;</li> <li>• requirements and liabilities;</li> <li>• the key roles and responsibilities; and</li> <li>• how we implement data protection at SThree.</li> </ul> Upon successful completion of the course, employees are accredited as Data Protection Certified Level 1.	SThree conducts regular assessments of the systems and processes implemented across the Group to validate the effectiveness of its data protection program and to determine whether changes in the way SThree handles personal data necessitate updating these systems and processes.	Policy roll out and completion of the mandatory course as part of the 'SThree Academy' is monitored internally. Any breaches in policy are required to be immediately reported to the Data Protection Team to investigate.



# A strong governance structure to deliver growth

## Board of Directors

- Responsible for the overall management of the business
- Sets strategy, key policies and agrees operational framework
- Ensures resources are in place to meet strategic objectives
- Monitors and reviews material/strategic issues, financial performance and risk management

## Audit Committee

Ensures the integrity of the Consolidated Financial Statements of the Group and maintenance of internal control and risk management systems.

Reviews the Internal Audit annual plan to ensure it reflects the challenges and risks faced by our business and provides the appropriate level of assurance.

Manages the relationship with the Group's external auditors and reviews and monitors the external auditors' independence and objectivity and the effectiveness of the audit process.

## Remuneration Committee

Responsible for the Group's remuneration strategy and the development/oversight of the Company's remuneration policy.

Leads discussions on Group employee remuneration and incentive arrangements that apply to the Group as a whole.

## Nomination Committee

Regularly reviews the structure, size and composition (including the skills, knowledge, experience and diversity) of the Board and layer below.

Provides recommendations with regard to any changes and reviews and prepares relevant job descriptions for new appointees, as well as ensuring the continuing development of an adequate pipeline into the Executive Team for succession and bench strength purposes.

## CEO

## Executive Committee

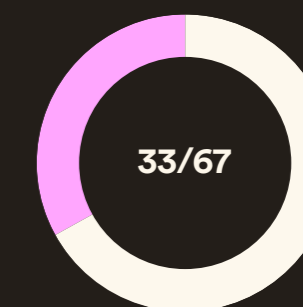
Assists the Chief Executive Officer in development and implementation of strategy, operational plans, policies, procedures and budgets.

## Risk Committee

Assists the Group with its compliance and risk management priorities whilst also reviewing the Group's internal controls, policies and health and safety procedures.

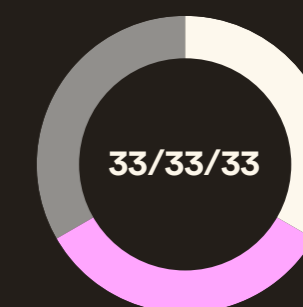
## ESG Committee

Assists with setting guidance, direction and overseeing policies and progress on ESG and related activities, including identifying, assessing, monitoring and mitigating climate risk.



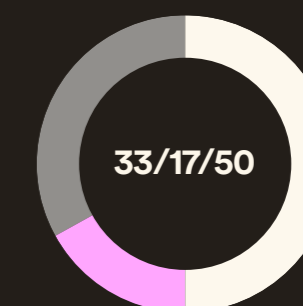
### Board diversity

- Male 67%
- Female 33%



### Board tenure

- 0-3 years 33%
- 3-5 years 33%
- 5+ years 33%



### Board composition

- Non-Executive 50%
- Chair 17%
- Executive 33%

## Continuing on our journey

Building the future the world needs will take time and we must continue to energise progress towards that goal. We remain committed on our journey.



# 2018–2021

### 2018

£1 million raised for SOS Children’s Villages  
Our first target to reduce our carbon emissions by 10%

### 2019

Exceeded our carbon reduction target and grew our ambition  
4,000 people benefited from STEM Community programmes funded by the SThree Foundation since it launched

### 2020

Increased volunteering leave to 40 hours  
Launched #STEMSeries  
Launched our new D&I strategy  
Launched THRIVE: our wellbeing platform  
Launched STEM Career Pathways helping underserved communities access STEM careers  
Won sustainable recruitment agency of the year at the Recruiter Awards

### 2021

FTSE4Good inclusion for 13 years  
Company of the Year, European Diversity Awards 2021  
Financial Times Europe’s Climate Leaders List  
Launched our partnership with Earthly  
Scored B- in CDP  
Achieved our carbon reduction target



## The year ahead: 2022

Announce our net zero target  
Share our transition roadmap  
Scale our social impact



# 2008–2016

### 2008

Our first official partnership with SOS Children’s Villages

### 2011

Started to offset our carbon emissions

### 2016

Launched the SThree Foundation to invest in diversifying the STEM talent pipeline  
Launched Breaking the Glass to support females to succeed in tech careers  
Won APSCO Award for Excellence in D&I

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