

Global Resourcing connects public & non-profit organisations to transformational digital, data and technology talent services. We share the same commitment to supporting diverse and inclusive workforces as our customers, which is the foundation of our executive search and talent consultancy services.

Global Resourcing is committed to working sustainably and creating an inclusive society, actively managing the projects we work on and assisting the clients we work with to maximise social, economic, and environmental wellbeing.

### **Wellbeing**

Global Resourcing are proud to undertake several actions to ensure that we are delivering social value by supporting the health and wellbeing, including physical and mental health, of our workforce. Alongside our own commitments to the wellbeing and mental health of all of our staff and the encouragement of similar standards with other suppliers we follow the standards set out in The Mental Health at Work Commitment, made up of six standards, which draw on best practice from the Thriving at Work review, as well as other pledges and charters available.

We commit to the following practices:

- Prioritise mental health in the workplace by developing and delivering a systematic programme of activity.
- Proactively ensure work design and organisational culture drive positive mental health outcomes
- Promote an open culture around mental health
- Increase organisational confidence and capability
- Provide mental health tools and support
- Increase transparency and accountability through internal and external reporting.

### **Equal opportunity**

Global Resourcing is an equal opportunities employer. We fully support equal opportunities in the workplace and are committed to the creation of a non-discriminatory working environment. Global Resourcing opposes all forms of unlawful discrimination on the grounds of age, gender reassignment, marital or civil partnership status, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation. At Global Resourcing we recognise and relish the benefits that diversity can bring, from driving different perspectives to representing our diverse client and candidate base. Our people are the most valuable asset we have, and it is our mission to build an inclusive environment that acknowledges everyone.

As a company we:

- partner with different communities, holding regular events and advocating for diversity awareness;
- provide training on cultural sensitivity and unconscious bias;
- utilise suppliers that are committed to diversity and inclusion;
- recruit for ourselves with diversity in mind;

## **Environment**

We provide a safe and healthy workplace for our employees and to work to minimise our potential impact on the environment. Global Resourcing operate in compliance with all relevant environmental legislation and environmental best practices.

As a company we:

- Consider the environment in business decision-making processes;
- all products that can be recycled are recycled, printer consumables including toner cartridges are collected in a recycling box specifically for laser and inkjet cartridges. Old printers and general waste is sorted and disposed of in-line with the recycling policies;
- promote environmental awareness amongst our employees and encourage them to work in an environmentally responsible manner;
- train, educate and inform our employees about environmental issues that may affect their work;
- purchase recycled, recyclable or re-furnished products and materials where these alternatives are available, economical and suitable;
- promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those that are non-renewable;
- avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of;
- where required by legislation or where significant health, safety or environmental hazards exist, develop and maintain appropriate emergency and spill response programmes;
- communicate our environmental commitment to clients and customers;
- strive for continual improvement.

## **Community**

As business that operates fully remotely, we still take seriously our ability to support and commitment to our local communities.

With community in mind as company we:

- Support voluntary and charitable organisations;
- Buy locally wherever possible;
- Support the levelling up agenda by hiring team members across the UK, team members in the Northeast, Southwest, Scotland, and the Midlands.
- Support people to enter or return to the labour market after periods of exclusion;
- Work and partner with the charitable organisations to ensure t we are providing opportunities for differently abled young people.

Global Resourcing will continue to monitor and raise awareness within the company and across our customers, candidates, and suppliers, of how to ensure social value when delivering services. By engaging with our team and promoting open dialogue, we learn more about individual needs, in particular those of all underrepresented groups, and are able to not only better support their needs but give an improved and sustainable service offering.