

ESG AT A GLANCE

At Hays we understand that our people are key to driving our success as a responsible business. They enable us to create a positive stakeholder difference for society and the planet.

Social

Focus on people and social impact

Our people embody the Hays values, with a shared sense of purpose. We develop our own people, focus on wellbeing and engagement, prioritise DE&I and give back to community

Community action with 'Helping for your tomorrow'

Our community engagement programme had its most successful year yet, focusing on inclusive employment and skills development through charitable partnerships and volunteering.

41%

Volunteering participation rate

100+

Community partners

In Germany our community efforts were recognised with the HR Excellence Award (#HREA) in the Sustainability Management & Social Engagement category for our 'Helping for your tomorrow' programme.



Investing in our people

We supported our people's development from early career to senior leadership.

46

Average training days for a first year new joiner

3,842

Internal promotions

56

Participants in the ILMP leadership programme



Prioritising wellbeing and engagement

We strengthened our global focus on wellbeing, with champions and leads confirmed across all regions.

In UK&I, we were a 'top improver' in the CCLA corporate mental health benchmark.

71%

Global Engagement Score

Fostering an inclusive culture

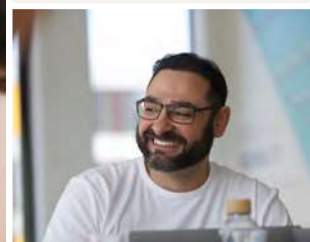
With our strategic approach to DE&I we progressed leadership objectives as well as messages of allyship, inclusion and intersectionality, furthered Employee Resource Groups, enhanced people policies and increased client engagement through FAIRER Consulting.

26

No. of Hays DE&I Employee Resource Groups

43%

Female leadership at Hays



Governance

Driving standards for marketplace delivery

Reinforcing business ethics, governance and oversight.

How we collaborate as an organisation and create value for clients and candidates.

Ensuring the good conduct of our people as a key success factor.



Tax contribution

Taxes pay for important public services. Our transparent tax strategy ensures that the tax due is paid in the appropriate jurisdiction at the right time.

£378m

Taxes paid



Excellence for clients and candidates

We sought feedback from clients and candidates in order to offer the best possible service and to foster positive interactions.

>1,100

Jobs filled daily



Respecting human rights

We established a new collaboration with the Slave-Free Alliance, inviting them to conduct a best practice gap analysis of our policies and working approach, with a view to evolving our risk mitigation.

We published our first Human Rights Statement, identifying our most salient human rights.

Environment

Transitioning for the environment

Taking action on climate and minimising our environmental impact, plus our contribution to the Green Economy.

Helping our people contribute to environmental stewardship.

Global action for Earth Day

Every region took action in respect of Earth Day, with colleagues participating in environmental related competitions and volunteering, avoiding single-use plastics, planting trees, and engaging in new e-learning.



Ambitious reduction targets

Our SBTi-approved science-based climate targets are aligned to 1.5°C. We are listed as a Financial Times European Climate Leader 2024 for our emission reductions.

-27%

Scope 1 & 2 reductions (base-year 2020)

-15%

Scope 3 business travel reductions (base-year 2020)



Green Economy jobs

Our 'Green Labs' global network of specialist recruitment consultants grew, helping to fulfil the increasing demand for ESG and environmental related skills and roles.

We collaborated with clients and organisations such as the environmental institute IEMA, to help deliver insights on the world of work and the Green Economy.



CDP Climate performance

We received a B, placing us in the Management band. We align with the European average and are higher than the commercial & consumer services sector average.

B

CDP climate