

Sustainable business highlights FY25

Our people are key to our positive impacts and the difference we make in how we do business; whether in the world of work, wider society or the environment.

Social

Purpose and impact

We recognise our unique opportunity to drive positive impact through the world of work, and that impact is greatest by nurturing an inclusive, engaging and high-performing workplace.

Community action: 'Helping for your tomorrow'

Despite challenging business conditions engagement remained high with volunteering focusing on inclusive employment for underrepresented and disadvantaged groups.

27%

Volunteering participation rate

110+

Community partners



Careers at Hays

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

c.10k

No. of Hays colleagues

Feedback from our culture audit identified Hays as "a place to grow".



Engagement

Our new Group People & Culture strategy progressed.

In UK&I, we were again a 'top improver' in CCLA Investment Management's corporate mental health benchmark, achieving tier 2 status.

70%

Global engagement score

Inclusive culture

We fostered a culture of inclusion and allyship through our support for Employee Resource Groups, executive sponsors, global structures, leadership training and a focus on data.

84th

Ranking in Top 100 Financial Times/Statista 2025 Diversity Leaders

44.9%

Female leadership at Hays



Governance

Trust and respect

Strong and effective governance, high standards of integrity and robust compliance risk management are the cornerstones underpinning respectful relationships and the trust placed in us by our stakeholders.



Tax contribution

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

£345m

Taxes paid



Human rights

We furthered collaboration with the Slave-Free Alliance with a 3-year partnership agreement, and developed and progressed a new action plan addressing modern slavery risk.

We carried out our first global human rights survey to assess policy and working practice alignment with our Human Rights Statement.

92%

Human rights alignment score

World of work

We focused on trusted relationships as part of client service excellence and for positive candidate experiences.

257,900

No. of roles filled



Environment

Climate and nature

We are focused on driving meaningful climate action, minimising our impacts, promoting environmental awareness and finding talent to support growth of the Green Economy.



A 1.5°C reduction pathway

Our climate reduction targets are approved by the Science Based Targets Initiative.

-42%

Scope 1 & 2 market-based (from 2020)

-18%

Scope 3 supplier spend (from 2020)

Global action

We supported Earth Day across every region with a combination of Group communications and local activities including environmental volunteering. With the focus on energy, colleagues were encouraged to undertake a digital tidy-up.



Climate-related investment

We invest in projects with a range of benefits including carbon sequestration, biodiversity, health and livelihoods. We are investing in forestry projects in Brazil and Malawi and a cook stove project in India.

Green Economy and Just Transition

We have joined the UN Global Compact Network UK's Climate & Human Rights Working Group.

In partnership with others, we encouraged, developed and placed the skills and talent required, for the transition to a low-carbon economy.



Climate performance

Finalist at the GreenBusiness Awards 2025

B

CDP climate score