



Building Better Communities

A Short Guide to ESG at Carrington West

Introduction

Increasingly, companies across all sectors of industry are investing time and money into their environmental, social and governance strategy (ESG). We feel strongly that recruitment agencies like us have a dual role to play when it comes to advocating ESG. Not only do we have a responsibility to our employees to deliver social value and purpose, but we are uniquely placed to help our clients align their ESG strategy with their employer brand for the purposes of building better teams.

Organisations with ESG credentials, core values that are embedded in culture and a clearly defined purpose will attract the best talent in the market. More than this, organisations are increasingly working to targets set by regulatory or industry bodies around sustainability and social impact. Benchmarking progress and reporting success is increasingly required to meet best practice standards, and as a talent supplier, our ESG strategy also needs to stand up to scrutiny.

In 2021, we are very proud to have achieved Investors in People Platinum status. We started working with the IIP early in our company journey. Our “people first” approach is part of our culture. Working with IIP practitioners and to the IIP framework helps us ensure that our policies, including ESG, our processes and organisation always have our colleagues at its core. Our mission is to provide the best possible work place for everyone, and help hiring organisations build better teams.

The following pages of this brochure highlight some of the work we do here at Carrington West within our ESG programme:

- Equity, Diversity & Inclusion
- Environmental & Sustainability
- Charity, Community & Social Mobility





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Equity, Diversity & Inclusion

Equity, Diversity & Inclusion

Our goal is to foster a work environment where equity, diversity and inclusion can be openly explored. We understand when we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organisation.

Our ED&I objectives are :

- Continually review and refine our ED&I policy
- Provide ED&I training for all staff
- Commit to diverse representation in our leadership team
- Set best practice standards for all marketing communications
- Work within the Investors in Diversity framework

In turn we advocate ED&I best practices in our service offer, and work consultatively with our clients and candidates to create teams that are better as a result.

Our journey so far:

- Supply Chain Sustainability School Silver
- Accredited FIR ambassador
- Podcasts for Diversifying agencies
- Investors in Diversity award
- Training - Women in Business / URbond woman's conference / Neurodiversity in Rail / Menopause & Mental Health / MIND
- Advert inclusive language decoding tools and diversity job boards
- Signed the Rail ED&I Charter

Committed to Building Diverse and Inclusive Teams

The recruitment process is an integral part of the ongoing drive for ED&I in the UK's built environment industries. Carrington West takes ED&I into account at every step of the process, from training all of our consultants and staff, advising hiring managers on best practices, and ensuring our supply chain complies with our ED&I policy. ED&I plays a massive part in our own culture and features highly in our people management best practice. All Carrington West consultants have training to ensure they are best placed to themselves understand and recruit with ED&I in mind.

Advocating Change

A clear ED&I strategy throughout the talent supply chain will enable ED&I objectives to be met and help teams meet their full potential.

An average of 29.9% of engineering university graduates in the UK are from BAME (black and minority ethnic) backgrounds. However, only 10% of UK engineers are from BAME backgrounds. Women in engineering roles are also underrepresented. In a 2020 report by Engineering UK revealed that women make up only 14.5% of all engineers. This statistic has increased from 4.6% since 2016, showing steady improvement has been made, but will only continue with efforts from everyone in the industry. These are just some figures that point to a need for change in the UK built environment sector.*

*The statistics used are cited from EngineeringUK 2022

Leading the Way in Recruitment Best Practice

Our ED&I champion helps advise our consultants and clients on what they need to do to keep ED&I front of mind when hiring. We can then identify how best to help organisations achieve ED&I goals, monitor and communicate progress and collect feedback. Through our professional membership of the Recruitment and Employment Confederation (REC) we have access to industry best practice guidelines and policies, enabling us to draw on further expertise when needed.



We are partnered with Diversifying Agencies, a purpose-led careers platform for people to find jobs through inclusive recruitment agencies, and for agencies to connect with diverse communities.



We have achieved the Investors in Diversity for Small Business award, which shows our commitment to supporting our clients' ED&I strategies as well as our own.



Disability Confident organisations play a leading role in changing attitudes for the better. As part of this government scheme we are helping changing behaviour and cultures in own business, network and community, and advocating the benefits of inclusive recruitment practices.



We have signed the Armed Forces Covenant, to show our commitment to supporting the Armed Forces community, recognising the value given by those who serve and their families to ourselves and our country. Putting this commitment to action means we will ensure that no member of the Armed Forces community faces disadvantage when working with us in any capacity.



Carrington West has signed the ED&I Rail Charter, showing commitment to working together to build a more balanced and higher performing sector.

Meet our Equity, Diversity & Inclusion Champion



**Ella
Razzell**

Ella Razzell is our in-house ED&I champion. She is passionate about educating our consultants so they can best serve our clients and candidates. Ella is certified FIR Ambassador (fairness, inclusion & respect) for the construction and built environment sector.

"I wanted to become a champion to pull all the good work we do as a company in respect to EDI together – centralise a place consultants and clients can get advice and information. We are continuously learning so wanted to create a path and strategy to make sure we keep progressing in the right direction.



Personally, it is very important to me to make the world a fairer and equal place for women and girls growing up. I understand my privilege and want to be an ally to those who may not be able to advocate for themselves."



Environmental & Sustainability

Environmental & Sustainability

We are committed to the fight against climate change and strive to minimise our environmental impact through the BSI ISO14001 standard and our net zero strategy. We work with our supply chains to align our goals and halve emissions by all available means. We report our progress annually through our dashboard, found on our website.

Our environmental & sustainability objectives are:

- Reduce our emissions through policies and procedures, supply chain, managing waste, reducing business travel and opting for the most sustainable mode of transport and reducing energy consumption within the office.
- Reduce our value chain emissions, which represents the largest share of our total footprint, specifically goods and services, business travel and employee commuting. To ensure we do this, we will review our purchased goods and use sustainable alternatives where possible, proactively engage with new suppliers on their net zero credentials, and survey our top 10 suppliers by spend, to ascertain their climate credentials. Our minimum goal to align with 1.5°C will be to halve emissions by 2030, but preferably faster.
- Promote the environmental and wellbeing benefits of alternative modes of commuting, for example, benefits of electric vehicles, cycle to work scheme and encourage use of public transport.

Our journey so far:

- Measuring, monitoring and reporting our scope 1 and scope 2 carbon footprint and activity
- Working towards ISO 50001 energy management system to complement the ISO14001 accreditation we hold
- Improving our staff awareness and encouraging sustainable practices in the workplace
- Supporting environmental charities and initiatives
- Working with our supply network to maximise project sponsorships and campaigns

Vision, Strategy and Value Proposition

Carrington West demonstrate environmental management system ISO 14001:2015 standards alongside our environmental policy. This allows us to identify, manage, monitor and control our environmental issues relevant to our operations. We continuously look at ways we can improve our operations and impact, and have reviewed the possibility of further accreditations and management systems.

Positive Planet Certified

We're making a promise to the planet to take responsible steps to minimise our carbon emissions. To help us achieve this we're partnering with Positive Planet to help us measure and reduce our carbon footprint.



Carbon Neutral Projects and Offsetting

In November 2022, we proudly achieved carbon neutral status by offsetting our emissions, with the help of partners Positive Planet. We will keep building on this success to reach our net zero goal by 2050 and follow our long-term carbon reduction plan. The remaining emissions that we cannot negate, will be offset through UNSDG Mitigation projects that help to tackle climate change and address global challenges, including poverty, inequality, climate change, environmental degradation, peace, and justice.

The SME Climate Commitment

Carrington West is making the SME Climate Commitment. Companies that sign up to the SME Climate Hub are pledging to halve greenhouse gas emissions before 2030, and to achieve net zero emissions before 2050.

Recognising that climate change poses a threat to the economy, nature and society-at-large, our company commits to take action immediately in order to:

- Halve our greenhouse gas emissions before 2030
- Achieve net zero emissions before 2050
- Disclose our progress on a yearly basis



In doing so, we are proud to be recognised by the United Nations Race to Zero campaign, joining businesses, cities, regions, governments and universities around the world that share the same mission.

Engagement and CSR Initiatives

Employee engagement sits at the heart of our net zero strategy. Our internal sustainability engagement plan aims to increase knowledge, awareness and participation of our employees to help them make positive changes. These campaigns have been designed using employee feedback as gathered by the University of Portsmouth, Business Consultancy Project.

Creating a Sustainable Talent Supply Chain

We are passionate about leading the way in improving standards within the recruitment industry and in the industry sectors we serve. The UK built environment sectors have environmental and sustainability policies at their core, working towards nationwide and global goals such as rail decarbonisation, alternative power production and planning greener urban areas and transport networks. Our role is to make sure that our contribution to the talent supply chain helps our clients meet their own goals and contributes to creating a sustainable talent supply chain across the UK.

Meet our Environmental & Sustainability Champion



**Jackie
Alling**

"With a background in the energy industry, I know how important it is to educate people on how small changes to their habits could save the planet and save them money. I do worry about the impacts of carbon change on my children's futures and how the adverse effects of living in a city pose to my family's health, but also the devastating consequences it's having on the most vulnerable communities. We can all make a difference, and that's why I am passionate about driving conversations to make more carbon conscious decisions and promote the benefits of the environment and sustainability."



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Charity, Community & Social Mobility

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People are at the heart of what we do, as a recruiter and as a business employing over 100 people. The communities we live and work in are an important part of the fabric of our culture. The skills we have as recruiters, enable us to be uniquely placed to support wider community social mobility projects; going above and beyond to have a genuine impact on all aspects of people's lives.

Our charity, community & social mobility objectives are:

- Focus charity support on our nominated charities, chosen by our employees
- Give the gift of time – by encouraging paid employee volunteering days
- Strategically partner with local organisations to utilise our careers and recruitment expertise to support employability and social mobility programmes
- Consider the charity and community initiatives of our supply chain partners when making purchase decisions

Our journey so far:

- Raised over £25,000 and supported the following in the last year; Mind, The Café Project, The Literacy Hubs, WetWheels, Enable Ability, Trussell Trust, Save the Children, MacMillan, Hannahs Holiday Home Appeal, Alice's Arc, WWF, Kirsty Louise Streek Foundation, Woodland Trust, Breast Cancer Now, Cancer Research, Dogs Trust and Second Chance and Crohn's and Colitis UK
- Worked on employability and skills development programmes with RTPI, CIHT and University of Portsmouth
- Provided literacy workshops for underprivileged primary age school children
- Supported grass roots sports through sponsorship and charitable donations
- Patron of Shaping Portsmouth

Supporting Charitable Causes

We are proud to take an active role in supporting charitable causes in the communities we live and work in. Over the last decade we have partnered with local charities that raise awareness and funds for mental health issues, children and adults with learning disabilities, food banks and children fighting cancer. We continually review and update our charity strategy based on feedback from our employees and the issues close to their heart at any given time. Throughout the year we have many cake sales and participate in sporting events for sponsorship such as the Great South Run. Best of all, Carrington West matches the amount raised by our staff.



As well as our partner charities, all staff have the opportunity to take one day's fully paid charity leave per year, where they can donate their time (either individually or in organised groups) to a charity of their choice. To date this has included activities such as beach clean ups, collecting change outside major events or working in a soup kitchen. We also offer staff the opportunity to donate that day's wage to the charity as well.

Supply Chain

We believe in giving back at every step of our supply chain. Here at Carrington West, we installed watercoolers from AquAid. In so doing, we have become the proud sponsors of an Elephant Pump in Africa.



Community Involvement & Social Mobility

As part of our community involvement programme, we support grassroots sports, projects, and events in our local community. These include school netball teams, local community kids and adult football teams, and an indoor skatepark. These projects are carefully chosen to ensure we are helping to provide the opportunity for all sectors of our local communities to access sports resources.

The Literacy Hubs is a Portsmouth based charity that helps young people develop literacy skills. They work with communities to create fun and creative learning environments that directly lead to an improvement in child literacy levels and help stop as many as possible from falling behind and reaching their full potential.



We've partnered with the University of Portsmouth Sport to help boost student employability. As well as front of shirt sponsors for the University competitive sports teams, we deliver educational seminars and workshops to students to help them kickstart their careers and develop vital skills they need as they look for graduate opportunities. Our partnership has been running since 2021 and we have proudly worked with the UoP sports team through the opening of the Ravelin Sports Centre, one of the UK's most sustainable sports facilities.



Shaping Portsmouth is an organisation that invests in our city. Their mission is to create sustainable collaborations and innovative programmes which make Portsmouth Britain's premier waterfront city in which to invest, live, learn, work and visit. Through our patronage, we have been involved in programmes that support careers events in schools and sitting on a steering committee that helps Portsmouth businesses work towards carbon net zero goals.



Meet One of Our Charity Champions



**Beth
Gregory**

"Here at Carrington West, we are very fortunate to be supported and encouraged to take part in charitable work and our employee engagement is growing year on year. I believe if you are fortunate enough to be in a position to help others then it is the right thing to do, whether that is by lending a helping hand or providing something to someone in need, no matter how small the action it could make a real difference to the person or community you are supporting. I have planned and held a fundraising event for The Rowan's Hospice which is held close to my heart, regularly donate blood and participate in beach and ocean clean ups to help reduce the damage to our environment."

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