



Building Better Communities

A Short Guide to ESG at Carrington West

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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 Gold
- 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
- Creation of Women focus groups to discuss issues such as maternity and menopause
- Receive training with Shaping Portsmouth on recruiting veterans

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.

Equity, Diversity & Inclusion

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.

Equity, Diversity & Inclusion



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



We have a dedicated 'Fertility in the Workplace' Ambassador, championing the support for colleagues who are starting a family.



We have placed a pledge with Women in Nuclear, a commitment to put diversity and inclusion at the core of the recruitment process, using the tools available to attract more women into the nuclear sector and mitigate bias.



We contributed to the newly launched Infrastructure Diversity Charter, a landmark initiative designed to promote greater equity, diversity and inclusion (ED&I) within the UK's infrastructure sector. Developed in collaboration with leading industry partners, the Charter sets out a framework to attract, retain, and progress a more diverse workforce, promoting a workforce more representative of the UK's infrastructure users and helping to address critical skills shortages in the built environment sector.

Meet the Champions

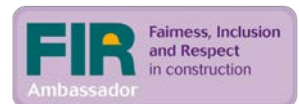
Equity, Diversity & Inclusion Champions

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 ED&I 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."



Janna Hasan

"My aim as an ED&I champion is to help foster an inclusive environment where everyone feels valued and respected. Growing up as one of two brown-skinned children in my entire junior school, I sometimes faced challenges that made me question whether I fit in.

I want to ensure that no one else feels like they are out of place due to their race, ethnicity, or any other aspect of their identity, so becoming an ED&I champion is important to me because I understand the difference that a supportive and inclusive environment can have on one's happiness. I aim to create a workplace where diversity is celebrated, and every individual has the opportunity to thrive regardless of their background. This role allows me to give back and contribute to a culture where everyone at Carrington West can bring their authentic selves to work, fostering innovation, collaboration, and mutual respect."



Meet the Champions

Brooke Stell

"My aim is to create more awareness around equity, diversity and inclusion within the workplace and society. It's important to celebrate the individuality among us, and how best to accommodate it. I wanted to be able to create a space where people are happy to share their ideas and experiences. ED&I is important to me as often those most affected by prejudice are treated unfairly, and I want to use my privilege and voice to help those who are unable to speak up."



Caitlyn Fisher

"I became an ED&I champion because I am passionate about fostering an inclusive workplace where everyone feels valued and respected. Being an ED&I champion is important to me personally; as part of the LGBT+ community, I believe I can provide an alternative perspective to advance our ED&I policies and initiatives within the workplace."



Weronika Lasocka

"My aim as an ED&I champion is to promote an inclusive culture around the business. It is extremely important for businesses to ensure that their staff feel included and respected, without having to face discrimination in the workplace. I decided to join the ED&I team as I know how important an inclusive culture is for people like me. Being a first-generation immigrant, I can understand and relate to the hardships of fitting into a different culture and learning new behaviours. This cause is important to me as I don't want people to feel like they don't belong, but instead, want them to feel empowered and proud of their heritage, gender and sexual orientation."



A pair of hands is shown holding a small green plant with several leaves, growing out of a mound of dark soil. The background is a soft, out-of-focus green, suggesting an outdoor setting. The entire image is overlaid with a semi-transparent green filter.

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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, scope 2 and scope 3 carbon footprint and activity
- We hold the ISO14001 accreditation
- Improving our staff awareness and encouraging sustainable practices both in the workplace and at home
- 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.



Environmental & Sustainability

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.

Fossil to Clean

The Fossil to Clean letter by the We Mean Business Coalition urges national governments to address the primary cause of climate change: burning fossil fuels. We support an agreement at COP28 to phase out the use of unabated fossil fuels in line with a 1.5°C pathway, and the tripling of renewable energy capacity and doubling of the rate of energy efficiency by 2030. With bold business and political leadership, we can scale clean energy and end our reliance on fossil fuels.

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 the Champions

Sustainability Champions

Jazz Hewitt

"My aim as a champion is to get everyone at Carrington West involved and excited about being more sustainable and carbon conscious, not only as a company but also as individuals. Carbon changes are already having a large impact on our environment, which plays a critical role in supporting life and our wellbeing. I'm glad to be able to raise awareness and make positive changes to keep the world thriving for future generations. I believe that at Carrington West, we can continue to be a business that makes sustainable choices, leading to positive effects on the planet."



Jess Fox

"I wanted to become a champion to help those around us understand the importance of what we are striving for. Sustainability and reducing carbon emissions is important to Carrington West and helps us on our journey to become a zero-carbon emission company by 2050. My aim as a champion is to raise awareness and show everyone that looking after the planet is easy, even if we just take a minute to stop and think about our choices and make the right ones. Being sustainable and reducing emissions is important to me as I want to make sure that my daughter can grow up in a healthy and beautiful world."





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Charity, Community & Social Mobility

Charity, Community & Social Mobility

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.

Charity, Community & Social Mobility

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 grassroot 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 kick-start 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. We also receive training with Shaping Portsmouth on recruiting veterans.



Meet the Champions

Sustainability Champions

Sarah Atkins

"My main goal is to contribute meaningfully to social welfare and to foster positive change within our local communities. I have a passion for and value helping others around me; and I believe that through collective efforts, we can create a better society for people to live in. Both inside and outside of work I actively engage in charity events. I have previously taken part in events such as Race for Life and Mind's 250KM cycle."



Poppy Hedeker

"My aim as a CSR champion is to share and implement creative concepts that will make a positive impact on our communities. I believe if we work together as a team towards a common goal of helping others, we can truly make a difference. I have a strong desire to spread kindness and lend a helping hand to those in need."





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