



# TENTH REVOLUTION

## Sustainability Statement

This statement describes the behaviours observed by all companies under the Tenth Revolution Group ('the Group') umbrella. These include Frank Recruitment Group and Revolent Group.

April 2024

# Overview

We are signatories to the UN Global Compact. We also support the 17 Sustainable Development Goals as defined by the United Nations and have aligned ourselves to the following 5 goals:



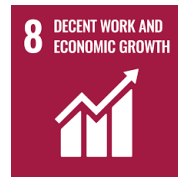
Good Health and wellbeing



Quality Education



Gender Equality



Decent work and economic growth



Climate Action

# What we do

Our policies and behaviours as a business cover four pillars of sustainability: Social, Human, Economic, Environmental.

## Social

We invest in the communities where we live and work and the wider global community. We have identified partner organisations to help us achieve our social goals and established programmes that allow our employees to make their own contributions to different causes. One of the most pressing issues for the technology industry is diversity. We work to create accessible routes into tech careers for people from underrepresented backgrounds and to support the career development of women in technology, helping to address the significant gender imbalance that currently exists.

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## Human

We believe that the wellbeing of our employees is fundamental to our success as a business. This means creating and promoting a culture where everyone feels welcome, respected and able to be their authentic self. We invest in training for all our employees that supports their professional and personal development. We adhere to all local labour legislation and we expect our suppliers to do the same.

## Economic

The global tech economy relies on skilled workers. We play a crucial role in helping organisations around the world to find the talent they need. We also support thousands of individuals to find fulfilling careers and further develop their skills. Through our cloud talent creation business, Revolent, we enable more people to choose a career in technology. We also contribute to graduate employment through our own high intake of trainees for entry level roles. We invest in their training and development and provide clear opportunities for career progression.

# What we do

## Environment

We recognise the impacts of climate change and we understand that decisions taken locally can have global impact. We adhere to all local legislation in the regions where we operate. We measure our corporate carbon footprint so we can accurately gauge our progress. We are committed to setting Science based Targets. We have implemented policies across all our offices to promote green behaviours, including:

- Office recycling;
- Reduction of single-use plastic;
- Smart lighting and temperature regulation;
- Waste reduction initiatives such as 'swipe to print' to discourage unnecessary paper use; and
- Hybrid work policy, reducing company travel

## Governance

Our global 'People & Planet' ESG working group convenes on a quarterly basis to review our progress in key areas. This working group is made up of functional leaders from different areas of our business and reports up to the board on a regular basis. We undertake external sustainability assessments, details of which are available on request. We will continue to develop our sustainability roadmap as we seek to improve.

# Commitments

## We will:

- continue to assure against our legal and compliance obligations, promoting best practice in our policies and our actions
- take corporate and individual responsibility to behave in a sustainable manner and set an example to others
- work collaboratively with local communities, national and international stakeholders and organisations to promote and improve sustainability
- work with our supply chain partners to promote responsible consumption
- sustainably manage and reduce waste
- seek to find technological solutions to reduce our use of resources
- establish methods to support the reduction in business travel and, where it remains necessary, for sustainable travel to be the norm
- improve the quality and quantity of reported data to enable better informed decisions to be made on sustainability projects and processes, and improve information provided to key stakeholders



## Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

## Governance and oversight

This Statement is ultimately governed by the Tenth Revolution Group Executive Board.

Signed: Lewis Miller, Chief Financial Officer and TRG Executive Board member

Environmental Statement		Rev No: 002 Rev Date: 03.07.23
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