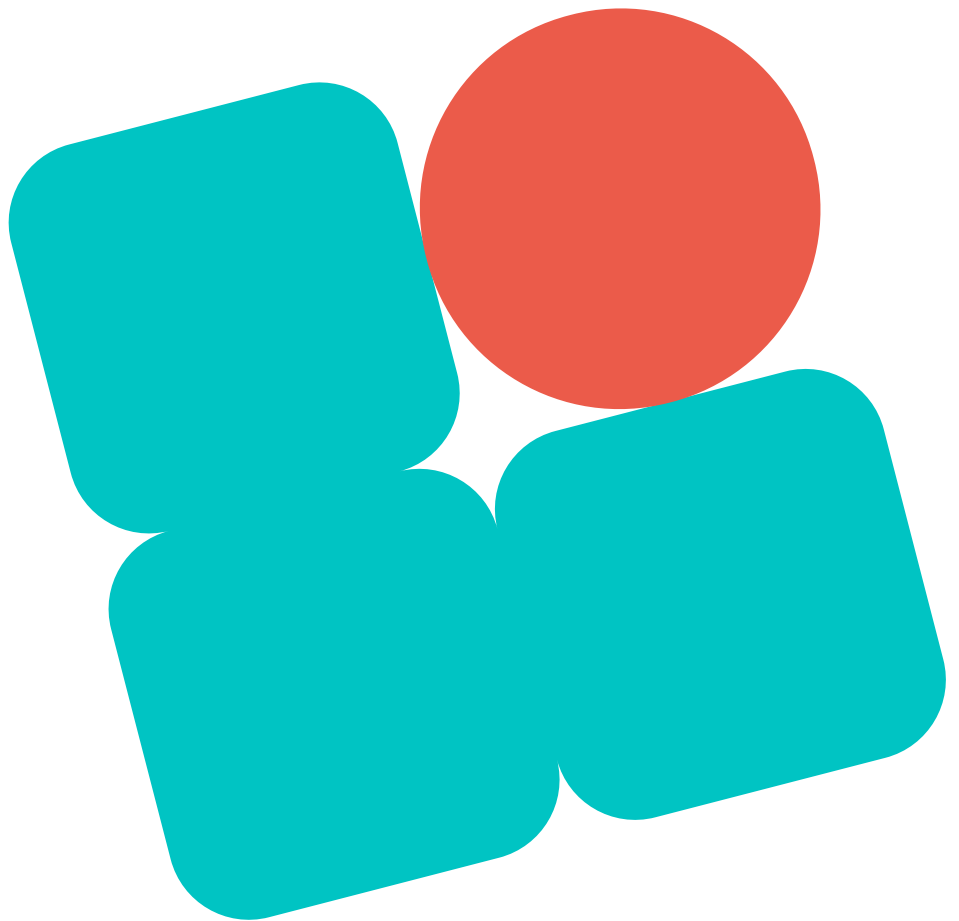


Environmental, Social and Governance Report

1st September 2023 – 31st August 2024



● Through collaboration, innovation, and an unwavering focus on wellbeing, equity, and sustainability, The Edwin Group is **shaping the future of education and society**. Together with education leaders, the group is addressing today's challenges and also laying the groundwork **for a brighter, more sustainable tomorrow**.

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our CEO
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● Letter from Liam Roberts, our CEO



Our guiding principle, “do the right thing, even when no one is looking,” remains as foundational today as it was at our inception.

We are The Edwin Group – a dynamic collective of passionate education professionals united by a shared mission: to make a lasting, positive impact on the lives of young people.

As we present our third ESG report, I am immensely proud of the remarkable progress The Edwin Group has achieved. We’ve earned ESG Leading status, distinguishing ourselves as pioneers in developing and integrating a comprehensive, holistic approach to Environmental, Social, and Governance principles, setting new standards in the field. All three aspects of ESG are undeniably critical and as a Group, caring for our staff, teachers, educators, pupils, schools, trusts and the communities we serve, alongside championing responsible and ethical business practices, have always been central to our mission. Now, as we reflect on our sustainability contributions over the last three years and the impact we have made, we can proudly celebrate our leadership in environmental initiatives and our influence across stakeholder groups.

In the past year alone, we have delivered innovative solutions in recruitment, retention, and workload management, supporting over 4,500 schools and multi-academy trusts, enabling them to focus on their core mission – educating millions of learners.

We’ve successfully recruited over 11,000 teaching and support staff and provided them with top-tier CPD, ensuring they are well equipped to nurture and inspire the next generation.

Recognising the urgent need to address the teacher recruitment and retention crisis, we have trained and guided over 1,000 teaching assistants transitioning from other careers into education, helping them embark on meaningful new paths.

Our commitment to our people is unwavering. For two consecutive years, The Edwin Group has been celebrated as one of the Sunday Times Best Places to Work, recognised for fostering unparalleled levels of employee engagement. Our strategic initiatives, including wellbeing programs, Mental Health First Aiders, Menopause Ambassadors and progressive policies, empower our people to thrive and perform at their best.

At The Edwin Group, we believe that anything is possible when the right people come together to do the right things.

Liam Roberts, CEO, The Edwin Group

● About us: An education alliance, here to do good.

Specialists in education recruitment, retention and workload reduction solutions.



Recruit

Supporting schools and multi-academy trusts with recruiting the best leaders, teachers and support staff for temporary and permanent roles.

Offering flexible, cost-effective and fully compliant solutions to meet all recruitment needs.



Retain

Providing comprehensive advice, support and training to help retain valued and talented staff.

From staff wellbeing to leadership support, the need to retain, reward and recognise people is our top priority.



Reduce

Delivering education services and technology solutions that help reduce staff workload, increasing both efficiency and effectiveness.

Additionally, our curriculum enrichment services add vital support and improve key outcomes for pupils.

● The Edwin Group family



Vision for Education, ABC Teachers & Smart Teachers

Temporary & permanent recruitment

Building long-standing relationships with primary, secondary and SEND settings nationwide to understand their unique needs and ensure we place the right teachers and support staff in the right school.



Edwin People

HR & leadership support

Education experts providing customised HR, financial, recruitment and strategic leadership services that drive efficiency and secure financial stability.

Still Human

Staff wellbeing

Offering CPD-accredited courses and workshops on staff wellbeing to embed wellness at the heart of the school culture and drive success for both staff and students.

Llama ID

Automated safer recruitment

Streamlining recruitment with automated, compliant checks within a single platform, ensuring robust vetting while saving time and reducing costs.

Enrich Education

Active learning

Providing creative and innovative services and products for schools to use across the entire curriculum, helping all young people to be physically active when learning.

Commando Joe's

Character education

Building confidence, resilience and self-worth in students. Supporting children and young people from EYFS to secondary school, we help every student reach their full potential.



● Our values

Driven by our values, we focus on what matters most to our stakeholders, businesses, and employees. Our values shape the kind of employer we strive to be, guide our approach to delivering work that is both economically and environmentally sustainable, and ensure we create meaningful impact for our partners and the young people at the heart of our mission.



Passionate about learners

We strive to make a difference in education. Proudly putting children and young people at the heart of everything we do and providing opportunities to enhance their learning and experiences.



Collaborative and responsive

We work in partnership with schools to provide a high-quality service. Being flexible and responsive to changes in their needs and the educational landscape.



Responsible and fair

We provide a value-for-money, open and fair service. Establishing trust and retaining long-standing relationships with schools and teachers.



Well-informed and focused

We understand the current educational climate and challenges facing schools and teachers. Ensuring that we deliver a service that meets the needs of schools to improve outcomes for pupils.



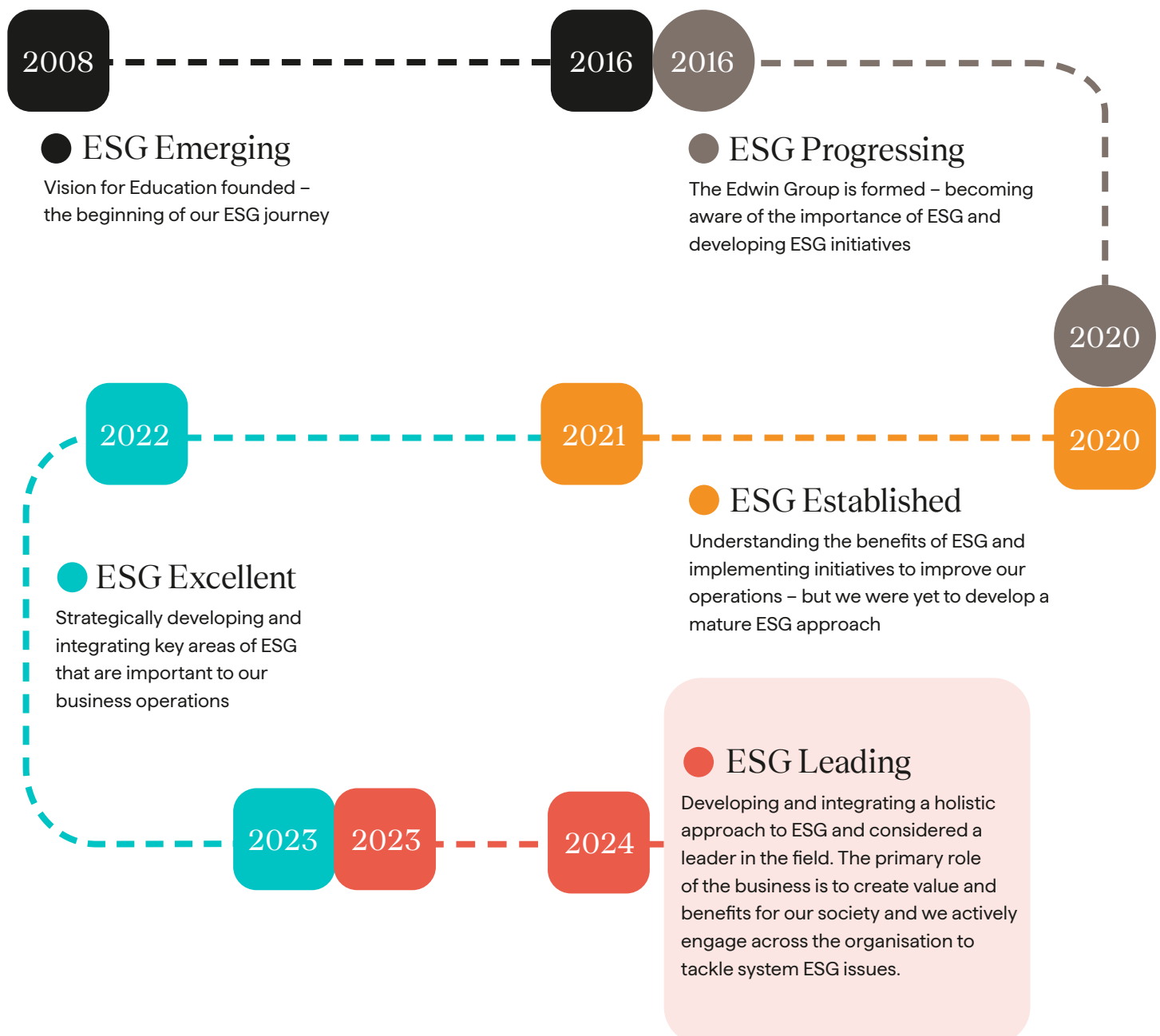
Respectful and open-minded

We treat people as we would like to be treated ourselves – with dignity and courtesy. Welcoming and encouraging everyone who wants to contribute to our business and the world of education.

● Our journey: Leading change and influencing stakeholders

Our **longstanding dedication** to looking after staff, candidates, and communities has set the stage for an **impactful ESG framework**. Upholding the highest standards in recruitment processes, including rigorous candidate checks and safeguarding, remains central to our operations. This **commitment to excellence**, coupled with well-established policies and procedures, ensures compliance and sustainability across the business.

In the past three years, we have developed a comprehensive ESG programme that reflects our values and aspirations. From engaging team activities to influencing our external stakeholder groups, we have made significant progress in embedding sustainability into our culture and leading change outside of our organisation.



● Highlights 2023-2024

Environmental	Social	Governance
 Set a long-term science-based target to cut all possible emissions by 2050	 The Sunday Times Best Places to Work: Excellent rating	 Llama ID cleared 11,119 candidates Duration of clearance process reduced by 40%
 Reduced our carbon emissions by 12.6%	 89% of employees proud to work for The Edwin Group	 100% of staff completed Cyber Security Awareness Training
 Landlord survey shared with all landlords – 86% response rate	 Introduced a Supplier Audit Programme and conducted an ESG Risk Assessment on existing suppliers	 Introduced new policies: Advertising policy and a Domestic Abuse policy
 Procured green electricity tariffs and gas contracts for the branches that we control	Enhanced pay benefits and introduced a 25% reduction in working hours for returning mothers in their first 2 weeks back	 Funded our Director of Operations to complete the Business Sustainability Management Course delivered by the University of Cambridge's Institute for Sustainability Leadership
 100% of confidential waste is recycled	 Appointed 6 dedicated Learning and Development roles	

Our commitment to the UN Sustainable Development Goals (UN SDGs)

Aligned with six of the 17 Sustainable Development Goals (UN SDGs), our Recruit, Retain, and Reduce strategy is transforming the education sector while prioritising sustainability at every step.

The UN Sustainable Development Goals framework serves as a shared roadmap for achieving global equality, prosperity, and security. Its 17 interconnected goals provide a guide to tackling today's most critical issues, including climate change, social inequalities, and economic instability, fostering a more sustainable and equitable world for all.

The SDGs are the foundation of our business strategy, reflecting our belief in the shared responsibility we hold with education leaders to shape the future of schools, communities, and societies.

Together, we can make a significant impact towards achieving these goals, addressing key challenges and fostering meaningful change. With a diverse portfolio of companies, we are uniquely positioned to help the education sector navigate and overcome its most pressing challenges.



Aligning with the SDGs



Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages.

We believe that health and wellbeing is essential for pupils to thrive, progress, and achieve. Healthy, well-nourished pupils with a supportive school environment consistently demonstrate stronger educational outcomes, which in turn foster lifelong healthy lifestyles.

Supporting pupil wellbeing

- Enrich Education engages pupils with active, outdoor learning through orienteering and Quidditch
- Commando Joe's builds resilience and empathy with character and wellbeing programmes

Supporting staff wellbeing

- Still Human delivers tailored programmes on rest, stress, sleep, and menopause, helping staff sustain their roles
- Wellbeing Champion and Menopause Ambassador courses embed wellbeing initiatives into school cultures
- Edwin People expertly support and advise schools and trusts as employers to ensure their policies and practices proactively promote staff health and wellbeing, including that of senior leaders

Internal initiatives

- Annual Wellbeing Week, Steps Challenge, and Take 5 publication promote health awareness
- 16 Mental Health First Aiders and sessions on critical health topics provide support



Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We believe that inclusive, equitable, and quality education is essential for every child and is the foundation of everything we do. Our companies work collaboratively to enhance educational outcomes for schools and trusts across the UK.

Supporting schools and pupils

- Edwin Supply partners with schools to provide consistent education and improve outcomes
- Edwin People support school leaders on their school or trust improvement journey, including support in tackling under performance, increasing capacity through trust growth and securing improvement to their staff recruitment and retention strategy
- Llama ID ensures staff compliance with streamlined safeguarding processes
- Commando Joe's boosts attendance and behaviour through character education
- Enrich Education fosters engagement with active, curriculum-based learning

Community impact

Our Community Engagement Plan includes donations, Attendance Awards, and the No Child Without a Present initiative.



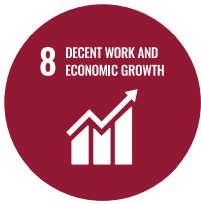
Gender equality

Achieve gender equality and empower all women and girls.

We are committed to advancing SDG 5: Gender Equality, promoting equal opportunities and fairness for all. We believe in creating an inclusive environment where everyone, regardless of gender, has the opportunity to thrive.

Our actions for gender equality

- Our Nominations Committee ensures diverse representation in leadership roles
- Our Senior Leadership team has an equal split of male and female members
- Our Diversity, Equity, and Inclusion policy guides our approach to fostering equality across the organisation
- We conduct annual gender pay gap reporting
- We actively support Pride Month, celebrating LGBTQ+ inclusion and equality
- Vision for Education are proud sponsors of Durham Women's Football Club



Decent work and economic growth

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

As specialists in education, we collaborate with schools and MATs to create job opportunities and facilitate career growth. In addition to providing work for over 10,000 teachers, teaching assistants, and support staff each year, we also support schools with mock interviews, CV Writing, and employability workshops to prepare students for life beyond education. Through these efforts, The Edwin Group plays a vital role in driving job creation, retention, and development within the education sector.

Supporting the economy

- We provide 355 internal staff with stable employment
- Edwin Supply placed 10,426 candidates in schools for work placements
- We offer training opportunities for candidates to support their ongoing development



Reduced inequalities

Reducing inequalities within countries.

We actively work to reduce socio-economic and educational disparities in the UK. We strive to ensure equal opportunities for all, regardless of background, and aim to close the widening education gap.

Edwin People provides strategic leadership and customised HR, financial and recruitment services for education. They support schools and trusts by acting as an independent advisor and confidential sounding board to assist with ensuring equality across the education sector.

Edwin Supply provides work opportunities in schools to thousands of candidates each year. Before working in an education setting, all candidates undergo our rigorous vetting procedure, which is based entirely on merit, skills, ability, and suitability for the role. We ensure that no candidate is subject to unlawful discrimination either directly or indirectly, on the grounds of gender, gender reassignment, race (including colour, nationality, and ethnic origin), disability, sexual orientation, marital status, part-time status, pregnancy or maternity, age, religion or belief, political belief or affiliation or trade union membership.



Climate action

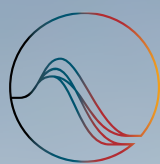
Take urgent action to combat climate change and its impacts.

We are working to integrate sustainability into our practices and empower the next generation to combat climate change. Schools are uniquely positioned to influence this global call for urgent action, and we believe leaders and staff have a responsibility to lead by example.

Commando Joe's is developing character education resources focused on climate action, featuring inspiring leaders including Sir David Attenborough and Dame Ellen MacArthur. These resources will help students gain the skills needed to tackle global environmental challenges.

Embedding Sustainability Across Our Operations

- Environmental Champions promote sustainability across our operations
- The 'Bin the Bin' campaign encourages waste reduction
- We use eco-friendly office supplies and display ESG posters to encourage saving electricity, water, and paper
- Our Cycle to Work scheme and eco-efficient driver training reduce our environmental impact



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Approval of long-term targets from the Science Based Targets Initiative (SBTi) means that a company's targets to reduce emissions are aligned with the SBTi's Corporate Net Zero Standard - the world's only framework for corporate Net Zero target setting in line with climate science.



● Environmental

● Preparing for the Net Zero economy

The urgency for climate action has grown even more critical in recent months, with 2024 expected to be the hottest year on record globally. As extreme weather events increase, pressure from investors, regulators, and the public to address climate change intensifies. The UK has committed to achieving Net Zero by 2050, reducing greenhouse gas emissions by 100% from 1990 levels. We have set our own Net Zero year as 2045 and our near-term and long-term targets have been approved by The Science Based Targets Initiative (SBTi).

Since our initial emissions calculation in 2022, we have made significant progress in reducing our overall emissions and remain committed

to further reductions as we work towards our long-term Net Zero goals. This year, a major step forward has been reviewing our environmental KPIs – such as waste, electricity, gas, transport, and water – which we have tracked monthly, quarterly, and annually since 2022. This data analysis helps us identify areas for improvement, understand where changes can be made, and determine where we can influence factors such as landlord practices to drive further sustainability.

The Net Zero calculations were prepared following the GHG Protocol standards for calculating Scope 1, 2 and 3. The GHG Protocol outlines three categories of emissions sources: Scope 1, Scope 2 and Scope 3.

Scope 1: Direct emissions

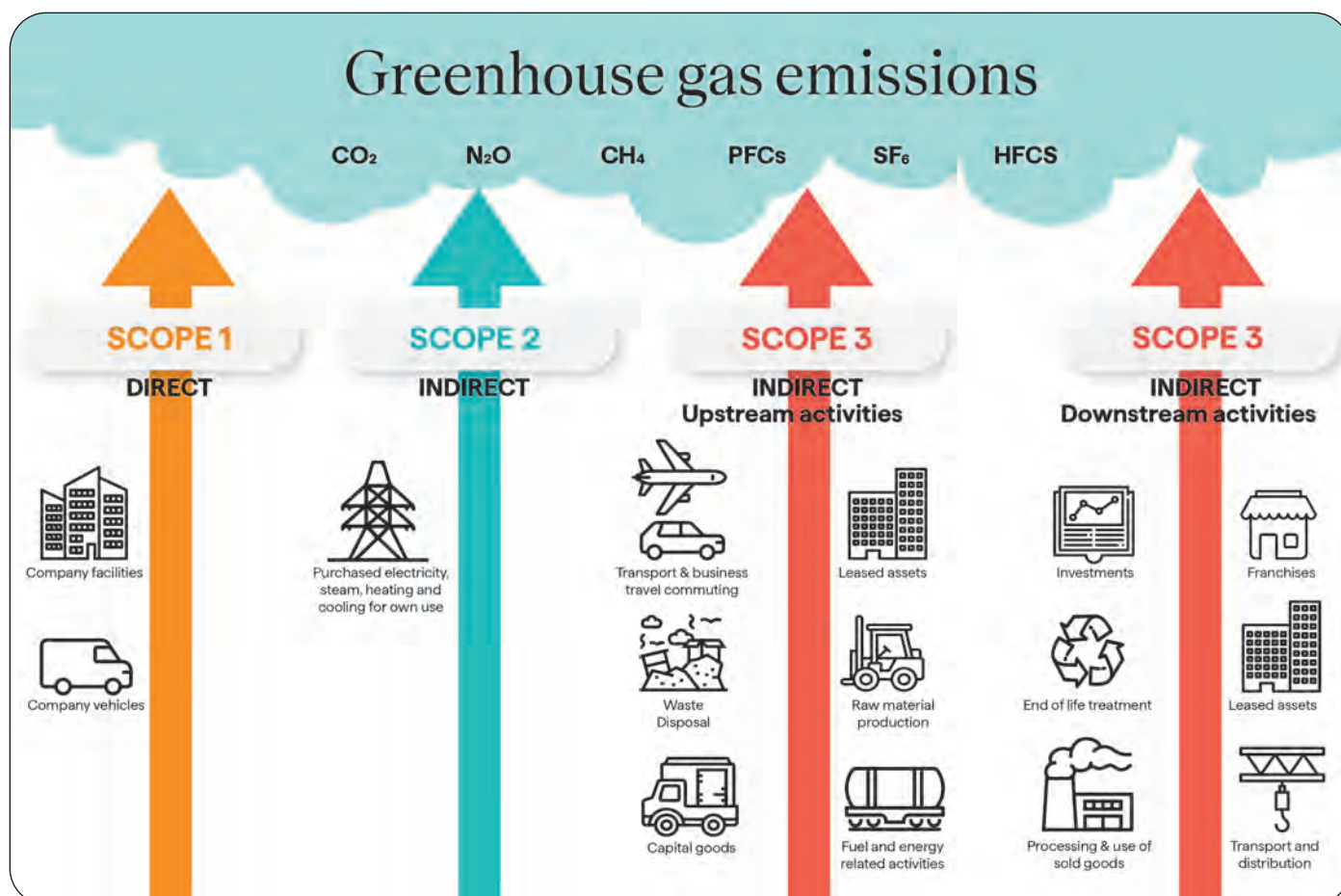
- This includes emissions generated from on-site natural gas, as well as company vehicles that are leased and/or owned and fugitive emissions from refrigerants

Scope 2: Indirect emissions

- This includes emissions generated offsite, namely purchased electricity

Scope 3: Indirect emissions

- This includes emissions from upstream and downstream business activities including purchased goods and services, capital goods, fuel and energy related activities, waste, business travel and employee commuting



Carbon emissions table

Scope/Category	Sub-category	Total tCO ₂ e emissions FY2022 (Base year)	Total tCO ₂ e emissions FY2023	Total tCO ₂ e emissions FY24
Scope 1				
Stationary combustion (gas)	Gas consumed	34.02	45.78	52.54
Transport*	Owned and leased vehicles	37.04	37.78	45.64
Refrigerants	HVACs	47.11	14.54	73.77
Scope 2				
Electricity (Location-based) ¹	Purchased electricity, for own use (grid average)	36.59	30.20	32.47
Electricity (Market-based) ²	Purchased electricity, for own use (specific contract)	36.59	44.50	38.42
Scope 3				
Cat 1: Purchased goods and services	Goods and services	1,047.87	1,074.72	1,529.89
Cat 2: Capital goods	CapEx expenditure	90.62	41.32	221.36
Cat 3: Fuel & energy-related activities	WTT ³ & T&D ⁴ losses from electricity, stationary combustion of fuels and transport	19.43	36.18	31.57
Cat 4: Upstream Transport	The warehousing and transport of goods from Tier 1 suppliers	-	-	7.73
Cat 5: Waste	Waste generated in operations	1.57	3.36	7.11
Cat 6: Business travel	Land and air travel and hotel stays for business purposes WTW	197.56	149.79	253.27
Cat 7: Employee commuting – Internal staff	Employees commuting to and back from work (WTW)	157.75	421.09	364.33
Cat 7: Candidate commuting	Candidates commuting to and back from work (WTW)	3,014.06	4,771.38	3,155.32
Cat 7: Employee working from home	Employees working from home	13.45	40.83	44.52
Cat 12: End-of-life treatment of sold goods	Waste disposal and treatment of products sold (by customers)	61.40	94.69	65.42
Cat 15: Investments	Investments in other companies for profit	4.08	28.75	50.69
Total Gross Emissions (Location-based)		4,762.53	6,922.23	5,935.62
Less emissions avoided by procurement of renewable electricity				(12.62)
Less emissions avoided by production of renewable electricity				(0)
Total Gross Emissions (Market-based)		4,762.53	6,937	5,942
Less carbon offsets		(236)	(346)	(0)
Total Net Emissions		4,526.53	6,591	5,942

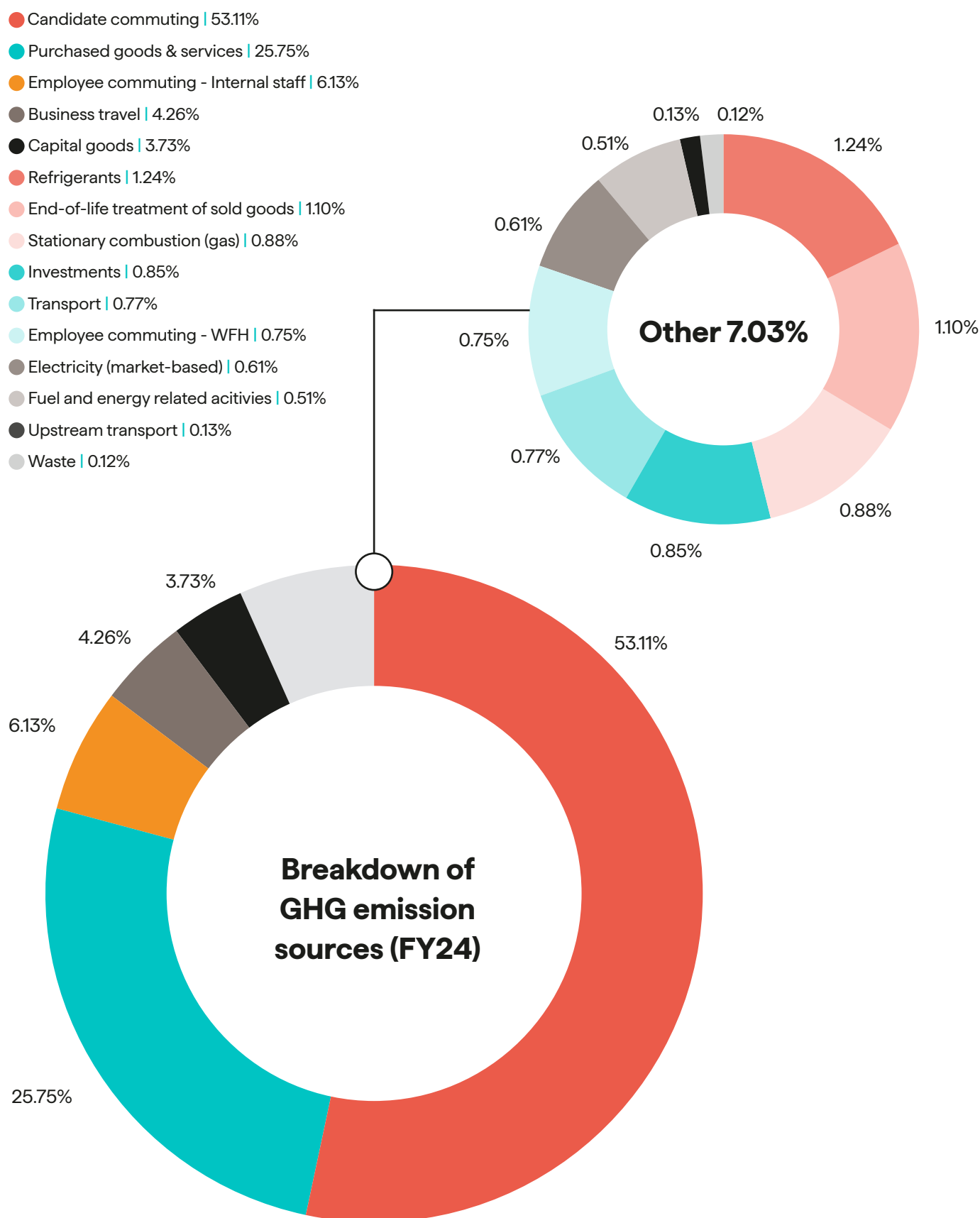
* These emissions have been rebaselined as a result of new information that The Edwin Group has provided to enhance accuracy

¹ Location-based represents emissions from electricity consumption based on grid average emissions

² Market-based represents emissions from electricity consumption based on specific energy contracts

³ WTT – Well-to-tank emissions. Emissions associated with the extraction refinement and transport of fuels before consumption

⁴ WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels



Reducing our carbon emissions

As we continue to grow, we are excited to welcome new companies, employees, and candidates to our expanding collective. Despite this growth, we have reduced our carbon emissions by 12.6% since FY23. Part of this achievement is due to the procurement of renewable energy for the branches where we control the energy contracts. We have also made a reduction in emissions from internal employee commuting, and a notable decrease in emissions from candidate commuting – despite a higher number of candidates compared to last year. In fact, emissions in the candidate commuting category were significantly reduced, from 15.5 million miles in FY23 to 11.9 million miles in FY24, reflecting our efforts to place candidates closer to their schools.

We have had a notable increase in spending on purchased goods and services in the last year, due to the engagement of external expert services. However, we expect emissions in this category to return to levels consistent with the previous year, as these services will no longer be necessary moving forward.

We have reduced our
carbon emissions by
12.6%
since FY23



● Engaging with our landlords

At The Edwin Group, we are committed to reducing the environmental impact of our business, and collaborating with our landlords plays a crucial role in achieving this goal. By working together, we gain invaluable insights that allow us to implement sustainable actions, such as the installation of LED lighting across our properties. The feedback from our landlord surveys has also influenced key decisions, such as ensuring all new office sites have an energy rating of C or above.

To further drive change, we are continuing our landlord engagement efforts through regular surveys and newsletters. Our aim is to support landlords on their own ESG journeys and share our experience in driving sustainability.

Key recommendations we are advocating for include:

- Transitioning all light bulbs to LED (89% of our offices already have LEDs)
- Installing recycling points in all communal areas to encourage recycling (68% of buildings currently have recycling points)

- Enhancing building leak tightness to reduce emissions
- Switching from brown to green energy
- Considering the installation of EV charging points
- Introducing Cycle to Work schemes where possible
- We have also informed landlords of our Net Zero targets and supporting initiatives, such as our network of environmental champions, recycling programmes, green driving campaigns, and carbon offsetting efforts

We are pleased to report an 86% response rate from the landlords we reached out to, reflecting our strong commitment to sustainability and waste management. This impressive response rate underscores the success of our collaborative approach to reducing environmental impact.



We are pleased to report an

86%

response rate from the landlords we reached out to, reflecting our strong commitment to sustainability and waste management

To effectively manage our energy consumption and waste production, we collect the data we manage and request our monthly usage data from our landlords. This data allows us to track and assess our electricity and gas consumption across various projects, providing valuable insights into our environmental impact. By conducting an annual analysis and reviewing monthly usage, we can identify trends, pinpoint hotspots, and track reductions in energy consumption over time. This ongoing monitoring enables us to make informed decisions, implement targeted improvements, and ensure we are continuously reducing our environmental footprint. Comparing year-on-year data helps us measure progress and adjust our strategies to meet our sustainability goals.

● Offsetting

Taking responsibility for our emissions means actively working to reduce them at the source. However, we recognise that achieving Net Zero requires acknowledging that some emissions are unavoidable. To offset this, we invest in independently verified restoration and regeneration projects that align with our Net Zero goals. As we gradually decarbonise, we view this as a necessary investment to manage our environmental impact, while assigning a tangible cost to our carbon emissions.

In 2024, we offset 253 tonnes of carbon across Scopes 1 and 2, and Scope 3 categories 3, 4 and 5 (Fuel & Energy related activities, Upstream Transport, and Waste). We have invested our carbon credits in the Tropical Wind Project in Thailand.

Transforming Thailand's grid with 90 MW of wind energy - clean power, less carbon and a brighter future

In Nakhon Ratchasima, Thailand, the community faced a major challenge: heavy reliance on fossil fuel-powered electricity was increasing greenhouse gas emissions and harming the local environment. The need for a sustainable energy solution became urgent as the negative impacts of traditional energy sources grew clearer.

The project stepped in to make a difference by installing 30 advanced Wind Turbine Generators (WTGs), each with a 3.0 MW capacity, to harness wind power and transform the region's energy landscape. This initiative not only aimed to reduce carbon emissions but also brought significant benefits to the local community. It created 13 permanent jobs, boosting economic stability. Additionally, the project funded important social programmes, including free health camps for around 60 elderly individuals, reducing their healthcare costs. Furthermore, the project has supported educational development by sponsoring English camps for 230 children and facilitating vocational training in organic farming, benefiting 90 students at Ban Wang Yai Thong School.

● 162,898 tonnes of carbon dioxide equivalent (tCO₂e) annual estimated reduction



This project contributes to the following UN SDGs:



● Reducing our commuting emissions

For the second consecutive year, we have calculated our commuting emissions, and the results have shown positive progress.

Currently, 36.5% of our internal staff use lower-carbon commuting methods such as public transport, walking, cycling, or car-sharing. This reflects our ongoing efforts to reduce the environmental impact of daily commuting.

The Cycle to Work scheme continues into its second year, and we are committed to increasing both participation and engagement in the programme over the coming year. We understand that introducing new initiatives takes time to embed, and we are focusing on raising awareness and improving communication to boost participation.

In addition to promoting sustainable commuting, we have implemented several initiatives to encourage more eco-friendly business travel. These include:

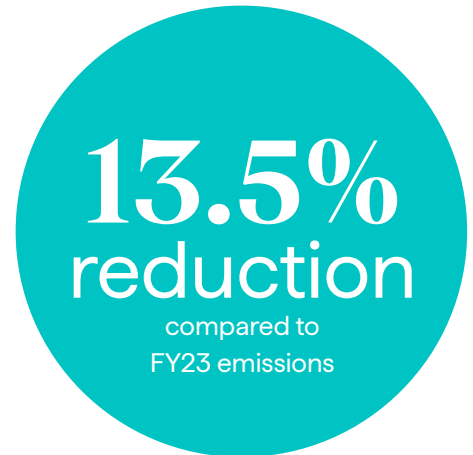
- **Efficient Driver Guide:** Distributed to employees, this guide reinforces our commitment to reducing energy use and carbon emissions through fuel-efficient driving practices. It covers tips such as:

- Driving smoothly and avoiding excessive acceleration
- Reducing idling and maintaining optimal speeds
- Keeping up with regular vehicle maintenance

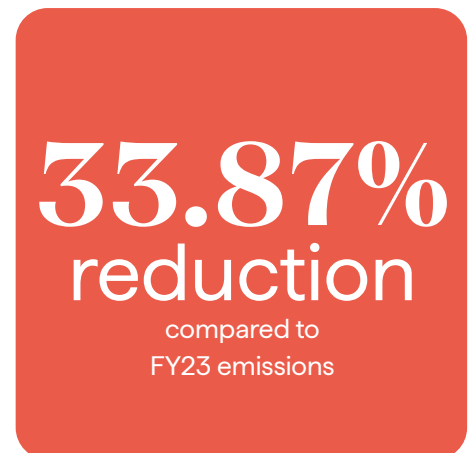
- **Eco-driving Awareness:** We communicated our eco-driving initiatives through the Managers' Memo, urging employees to review the Eco Driving Advice page for practical tips on how to reduce their carbon footprint while driving

These efforts are part of our broader strategy to manage and reduce emissions from commuting and business travel, and we will continue to focus on innovative solutions in the coming year.

Employee commuting (internal):



Candidate commuting (external):



Helping to improve the health and wellbeing of our staff and reducing our carbon footprint is a key priority for us, we spoke to Will Ollett about his great experience with the Cycle to Work scheme.



“Of all the recent employee benefits that have been rolled out to Edwin Group employees, the one that caught my eye was the Cycle to Work scheme, and so this summer, I decided to go ahead and sign up! The whole online process of signing up is super easy, from deciding how much I wanted to spend, to which bike I wanted, and where I could get it from. There’s even a calculator so you can work out how much tax you will save. Luckily, I know a few people who are very knowledgeable about cycling, so I was able to get some advice from them, but even if you don’t, I found the staff at the bicycle shop (where I got my bike from) to be extremely helpful.

I just went into the shop and picked their brain about the scheme, and how it worked. From filling out the online form, to me collecting my bike from the store was about a week, so it is really quick and easy!

I use my bike a few times a week to cycle into work, and it’s a great start to my day. It kills two birds with one stone, as my commute is also my exercise! On the days where I do cycle in, I notice I feel more invigorated, motivated, and in an all-round better mood. Must be those endorphins... I’m hoping that once the winter months are out of the way, I’ll be able to get out into the Peak District and go further afield on it, instead of just using it to get to work.

“All in all, I’m really happy that I signed up for the scheme and would encourage others to do the same. The whole process, pardon the pun, is as easy as riding a bike!”



‘Top of the class!’

Jason Falconer, a member of the Outdoor Learning Team at Enrich Education, took the remarkable initiative this year by opting for an electric bike (E-Bike) instead of car hire on one of his orienteering staff training trips.

While visiting Jersey, Jason impressively covered over 11km on his E-Bike, enthusiastically peddling the orienteering installation kit and tools across the island.

The Enrich team proudly commends Jason for leading by example in promoting sustainability and significantly reducing his carbon footprint!



● Empowering our stakeholders to drive change

Environmental Champions – Leading the charge for sustainability

Each branch has appointed a dedicated Environmental Champion to drive our sustainability efforts and cultivate a culture of environmental responsibility. These champions play a key role in collaborating with The Edwin Group's ESG Committee, ensuring the effective dissemination of ESG resources and information throughout the organisation.

This year, we have enhanced communication efforts by signposting ESG initiatives in our internal updates, ensuring that sustainability practices are front and centre in our communications.

Energy reduction strategy:

- Environmental Champions roll out initiatives through termly meetings
- Updates are shared in the Weekly Managers' Memo, encouraging management to support and champion sustainability efforts
- Progress updates on initiatives are included in Board Reports, ensuring accountability and transparency

Initiatives:



Bin the Bin!

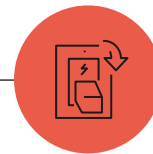
Encouraging recycling, boosting productivity, and ensuring GDPR compliance by reducing waste in the workplace



Eco-friendly Office Supplies

We are committed to using more sustainable office supplies and have partnered with The Business Supplies Group (BSG) to help facilitate this transition. BSG offers an Eco Office Essentials brochure and a dedicated section on their website for environmentally friendly products. With high-quality options and next-day delivery, staff can order a range of products, including:

- Paper, notebooks, and pads
- Pens and markers
- Post-it notes
- Cleaning products
- Kitchen roll and toilet roll



Sustainability Posters

To raise awareness and encourage mindful behaviour, we have placed posters around the office to remind staff to:

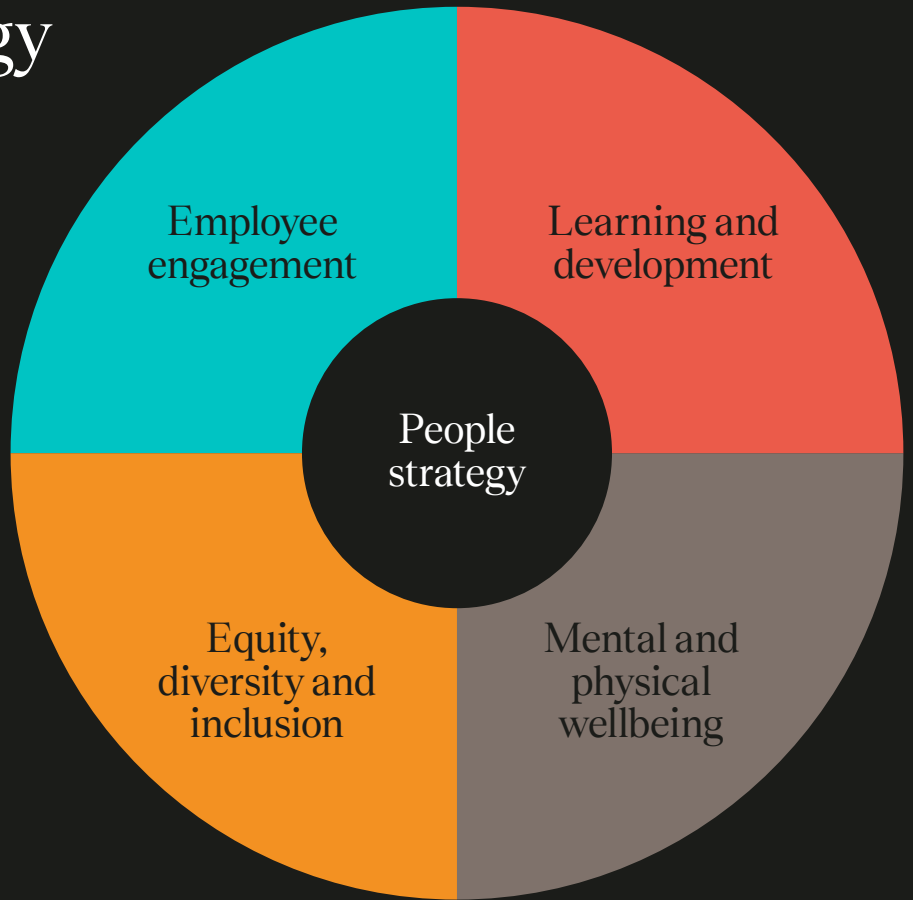
- Turn off taps to save water
- Turn off lights to save electricity
- Think before printing
- Recycle responsibly



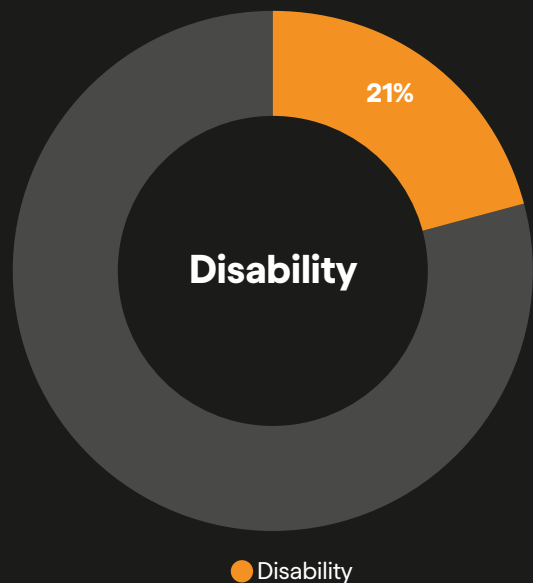
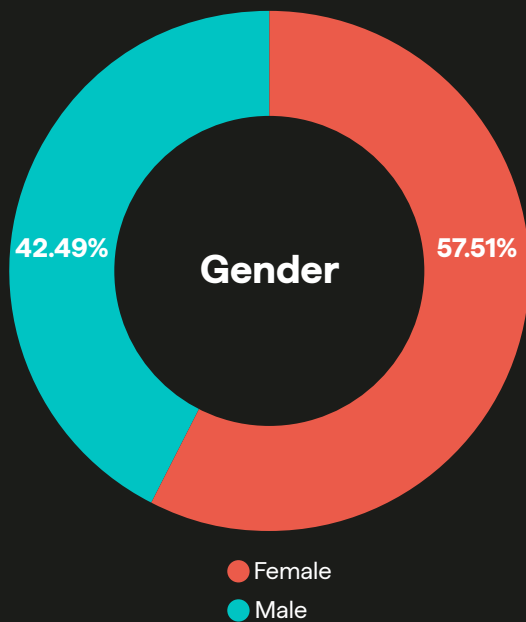


● People strategy

A strong People Strategy is a key pillar of The Edwin Group, ensuring employees are empowered and supported to perform at their best. By fostering a culture where they feel valued, engaged, and cared for, we create the foundation for success. Without happy, healthy employees, we cannot deliver the value and impact that our stakeholder groups depend on.



FY24 | 31st August 2024 | Total staff: 355



Employee engagement

For the second consecutive year, we are proud to be recognised as one of The Sunday Times Best Places to Work. This achievement highlights our unwavering commitment to fostering an engaging, supportive, and rewarding workplace.



2024 Spotlight statistics:

Response rate 82%

Overall score 86%

Six steps to Workplace Engagement scores – Excellent rating

Reward and recognition 83%

Information sharing 85%

Empowerment 87%

Wellbeing 85%

Instilling pride 89%

Job satisfaction 87%

These exceptional results reflect the positive culture we have built together and guide our ongoing efforts to enhance our employee experience.

Key initiatives in response to survey insights

We remain committed to acting on feedback and implementing initiatives that support our employees' growth, wellbeing, and satisfaction. Recent and planned actions include:

1. Family policy:

Enhanced pay benefits and introduced a 25% reduction in working hours for returning mothers in their first two weeks back at work, effective September 2024, to support work-life balance during critical transitions.

2. Wellbeing:

Rolled out annual wellbeing and engagement initiatives focused on promoting employee health and resilience.

3. Learning and development:

Strengthened our commitment to career development by recruiting six dedicated L & D roles to mentor employees and expand participation in our Edwin Learn and Lead programmes.

4. Managerial Continuous Professional Development (CPD):

Scheduled CPD training in the following financial year to enhance managers' skills in people management, business development, and team support.

5. Group communication:

Launched the Edwin Exchange newsletter to foster transparency, share company updates, highlight staff achievements, and provide a platform for employee feedback.

Take5

● Promoting mental and physical wellbeing

Wellbeing Initiatives

Our comprehensive wellbeing programme aims to support both the mental and physical health of employees through engaging and meaningful activities:

- **Take 5:** We share termly **stress-reduction activities**, designed to help employees pause and recharge
- **Wellbeing week:** A company-wide event that addresses key areas of wellbeing, with the calendar featuring **desk Pilates**, a Taskmaster Challenge, an art competition, **financial wellbeing seminars**, work-life balance sessions, scheduled rests, and mental health with a focus on men's mental health
- **Men's mental health week:** We collaborated with the **charity Mentell** to deliver a session on men's mental health, which received positive feedback from participants
- **Women's health week:** Provided resources and sessions on **fertility** and other women's health topics to **promote awareness and support**
- **Steps challenge:** As part of National Walking Month, employees collectively completed **51,445,427 steps in 2024** – an increase from 39,482,594 steps in 2023 – encouraging physical activity and team engagement



Employees collectively completed

51,445,427

steps in 2024

Supporting mental health

We continued to strengthen our focus on mental health through expanded and refreshed Mental Health First Aid (MHFA) training. We were pleased to invite additional employees to join the MHFA programme, and the original cohort received refresher training to maintain their expertise. Our MHFA network is available throughout the year to ensure compassionate care for all employees, with 16 Mental Health First Aiders appointed across the group.

Comprehensive benefits package

Our benefits package is designed to prioritise employee wellbeing and provide robust support:

Leave and financial support:

- 30+1 days of holiday after two years of service
- Pension scheme, bonus opportunities, Employee Assistance Plan, Death in Service benefits, income protection, and digital GP services

Work-life balance:

- Enhanced maternity and paternity leave policies
- Cycle to Work scheme to encourage sustainable and healthy commuting options



● Learning and development

Investing in the growth and development of our people remains a core priority, with tailored programmes designed to empower leaders and employees at every level of the Group.

To support the Continuing Professional Development (CPD) of business leaders, we conducted **'Edwin Lead'** alongside dedicated managers' meetings. The sessions with managers focused on aligning the company's ESG 2030 strategy with the United Nations Sustainable Development Goals (SDGs), fostering a shared vision for sustainable and impactful growth.

Employee development was further enhanced through six **'Edwin Learn' sessions**, which addressed key areas such as communication skills, qualities of effective leadership, and psychometric testing for hiring and team building. Employees also gained insights into recruitment best practices, effective one-to-one meetings, managing probation periods, and strengthening onboarding processes.

A **structured onboarding programme** ensures that new employees are fully supported as they transition into their roles. This includes an introductory session with the Executive Team, an HR induction session, a comprehensive induction checklist, guidance on our HR systems for absence recording, document management, and the payslip portal, alongside a detailed introduction to company policies and probation period processes. The onboarding process is complemented by mandatory training modules covering safer recruitment in education, GDPR, health and safety, bullying and harassment awareness, EDI, cyber security, criminal finance awareness, wellbeing, and the company's ESG and Net Zero goals. To guide their progress, new employees receive a comprehensive onboarding checklist, ensuring a seamless introduction to their responsibilities.

Average training hours per person (annual)

65

Promotions made in FY24

37



Equity, diversion and inclusion

Our commitment to fostering a diverse, inclusive, and equitable workplace is reflected through various initiatives aimed at creating a supportive environment for all employees. Below are the key actions and their impact over the reporting period:

Equal opportunities policy

We have maintained and strengthened a robust Equal Opportunities Policy that ensures fairness across all stages of recruitment, including advertising, job descriptions, and interview/selection procedures. This policy is supported by targeted training programmes designed to promote equitable practices throughout The Edwin Group. The outcome has been a more inclusive recruitment process, fostering a diverse workforce.

Executive team appointments

The Nominations Committee plays a crucial role in ensuring effective succession planning for executive and senior management roles. By focusing on the development of a diverse talent pipeline for leadership positions and ensuring that promotions are based on merit, we have seen a steady increase in diversity within our leadership team. This approach ensures a sustainable and equitable future for the Group's leadership structure.

Employee demographic data and Inclusivity measures

We expanded the collection of employee demographic data to better understand areas of underrepresentation, specifically focusing on gender, sexuality, and race. This data-driven approach has enabled us to identify gaps and implement targeted actions to address them, resulting in a more inclusive and representative workforce.

Celebrating gender equality

In alignment with our commitment to gender equality, we celebrated International Women's Day with company-wide events aimed at raising awareness and advocating for equal opportunities. These celebrations allowed us to highlight the achievements of women within our organisation and beyond, fostering a culture of equality.

Menopause support

Recognising the importance of supporting employees through all stages of life, we launched a Menopause Workplace Policy and signed the Menopause Workplace Pledge. These initiatives have helped to create an open and supportive environment for employees experiencing menopause. Additionally, we introduced Menopause Ambassadors, who are equipped to raise awareness and reduce stigma. To further support this initiative, we developed a menopause area on The Hub with resources for both employees and managers, providing education and guidance on menopause-related issues.

Promoting LGBTQ+ inclusivity

During Pride Month, we hosted a variety of celebrations and initiatives to promote inclusivity and raise awareness of LGBTQ+ issues. These included a cake sale to support LGBTQ+ causes, as well as training sessions and storytelling events that focused on LGBTQ+ experiences. These activities have helped create a more open and inclusive workplace, where all employees feel valued and supported.





● Creating positive impacts for our candidates, schools and students



still human



Our core services are designed to deliver meaningful impact across education by improving wellbeing, enhancing safety, driving efficiencies, reducing inequalities, and enriching educational opportunities. Below are the four key areas where we make a difference:

1. Wellbeing: Delivered by Still Human

Supporting the wellbeing of staff in education is at the heart of what we do. Still Human provides workshops that empower educators with evidence-based strategies and techniques to improve their physical and mental health. Through these sessions, staff learn practical tools for maintaining good health and become advocates for wellbeing within their schools and communities. By teaching simple approaches to human behaviour, health, and resilience, we aim to make being human a little easier while enhancing overall workplace wellbeing.

2. Safeguarding: Delivered by Llama ID

Using cutting-edge technology, Llama ID ensures the highest standards in safeguarding and vetting checks for schools and multi-academy trusts. This single-platform solution is tailored to the unique needs of educational providers, offering GDPR-compliant processes that save time and reduce costs. Prior to Llama ID, the candidate clearance process took an average of 45 days. Working with Llama ID, the average clearance period has been reduced to 18 days. These efficiencies enable schools to quickly secure the staff they needed, freeing up valuable resources to focus on other priorities and enhancing child protection across the board. In FY24 alone, over 11,119 individuals were cleared through Llama ID, reducing the average time for clearance by 40%.

3. Educational Equality: Delivered by Vision for Education, ABC Teachers, Smart Teachers and Edwin People

Edwin Supply supports schools in maintaining consistent education for pupils by providing high-quality education specialists nationwide. This includes one-to-one support for students to help them achieve their potential, along with tailored assistance for pupils excluded from education.

Edwin People addresses strategic leadership and HR challenges, offering expert guidance on people strategy, recruitment and retention, and change management. Together, these services help schools foster environments that prioritise equal opportunities and support for all students.

4. Education Enrichment: Delivered by Commando Joe's and Enrich Education

Commando Joe's focuses on building character, self-worth, and resilience in young people. Their engaging programmes develop self-confidence and life skills, ensuring students are prepared to thrive in an ever-changing world.

Enrich Education promotes creative, physically active learning experiences. By integrating innovative tools and services into school environments, they help young people stay active while learning, boosting health and wellbeing in fun and engaging ways.

● Influencing change in our value chain

As part of our commitment to sustainability and responsible business practices, we strive to influence positive change across our supply chain. By setting clear expectations and providing tools to help suppliers align with our ESG vision, we aim to ensure that all partners uphold our values and contribute to creating meaningful impact.

Strengthening supplier standards

In April 2024, we updated our Supplier Code of Conduct to reflect our expectations for supplier practices and outline our commitment to ethical, sustainable, and responsible sourcing. All suppliers are required to sign the Code, reaffirming their alignment with these principles.

To deepen our understanding of supplier practices, we introduced The Edwin Group Supplier ESG Assessment Survey in 2023. This initiative evaluates suppliers' efforts in key ESG areas, such as energy and waste management, carbon emissions, supply chain practices, corporate social responsibility, and employee wellbeing. Additionally, suppliers must now complete a Due Diligence Questionnaire during the selection process. We have also updated our Supplier Procedure and Checklist in April 2024, ensuring a consistent and streamlined onboarding approach.

Supplier audits and risk management

This year, we introduced a desktop Supplier Audit to evaluate risks in our supply chain, covering suppliers from top spend to lowest spend. The key information we evaluated included the products or services provided, supplier locations, and whether they act as producers or distributors.

Suppliers identified as higher risk, particularly those operating outside the UK, were flagged for additional due diligence and risk management. This proactive approach helps improve the integrity of our supply chain.

Promoting ESG excellence

To encourage best practices, we distributed an ESG Newsletter to suppliers, offering actionable guidance on environmental initiatives, such as installing LED lighting and establishing recycling points. This reflects our ongoing efforts to inspire sustainability and innovation within our value chain.



● Giving back to our communities

We have a longstanding commitment to creating positive, lasting impacts in the communities where we operate. Our efforts focus on driving progress across various community sectors, while fostering a sense of ownership and pride within The Edwin Group.

In July 2024, we updated our Social Investment Policy and Plan to reinforce our commitment to community engagement. The updated policy outlines the group's core values, aligns with the Sustainable Development Goals (SDGs), and reinforces our dedication to creating meaningful community impacts.

Employee volunteering and contributions

We actively encourage employees to engage in volunteering roles, contributing their time and expertise to a variety of community-focused initiatives.

Our employees volunteer in the following capacities including:

- School governors
- Reading volunteers
- Teaching assistants
- Sports coaches
- Trustees
- Mentors
- Mock interviewers
- CV writing and employability workshop facilitators

These efforts enhance the quality of education, support career development, and provide valuable guidance to young people and communities.

Supporting local charities

In addition to volunteering, we demonstrate our commitment to social responsibility through donations of resources. For example, upcycled furniture from our Head Office – including settees, chairs, and small tables – were donated to Grace House, a charity that supports disabled children and young people.



Through our ongoing dedication, we have successfully channelled

£141,485.52

into various projects and initiatives across the country. This substantial investment reflects our commitment to creating positive change and empowering communities in meaningful ways.



Spotlight

Durham Women FC: Marking over a decade of sponsorship

Durham Women announced that the club and Vision for Education have extended their partnership into the 2024/25 season, celebrating over a decade of collaboration.

Vision for Education's logo has been on the front of Durham's kit for over 10 years and will once again feature proudly on the team's home kit.

Since 2014, this enduring partnership has inspired and empowered thousands of young people across the North East and beyond. From professional players visiting schools to motivate students, to organising memorable trips to Wembley and hosting exceptional tournaments for regional schools, the partnership continues to leave a lasting impact on communities.

Our community engagement strategy revolves around four key areas that align closely with our mission and values:

- **Education enrichment:** Supporting schools and educational initiatives to enhance learning opportunities for all students
- **Improving attendance:** Initiatives designed to promote regular school attendance and improve student engagement
- **Supporting disadvantaged pupils:** Targeted support to assist pupils from disadvantaged backgrounds, helping them to reach their potential
- **Wellbeing:** Fostering wellbeing in communities by supporting physical and mental health initiatives for both young people and adults



Our communities' heroes

We promote and support our employees' involvement in volunteering for both the local community and our school communities. This initiative aligns with our company's purpose and is closely linked to two of our Sustainable Development Goals - SDG 4 (Quality Education) and Goal 10 (Reducing Inequalities).

Spotlight

Liam Conroy, Vision for Education Newcastle

"I joined the SEND Team in our Newcastle Branch here at Vision in September 2018, after working as a **Teaching Assistant (TA) and Higher-Level Teaching Assistant (HLTA)** at a local Special Educational Needs and Disabilities (SEND) school for around six years. I thought that the best way to show schools my experience in SEND, was to get in there as a free pair of hands and help out in the classrooms. I spent the next year or so volunteering in as many schools as I could, and I would often volunteer to work a day in a school if I was unable to fill the booking myself.

It was from these visits I was able to find out about different fundraising events schools would be running year-round. I joined the Friends Committee at a local SEND school, which I am still a member of, and I began dressing up as Santa, Easter Bunny, Pudsey Bear and whatever else we can think of, every year for my schools. These visits are now regular events in the school calendar.

The last academic year was very busy. I volunteered to run the Great North Run for Thomas Bewick School, to raise funds towards a new play area at their primary site, and I was thrilled to raise £300, surpassing my original target of £250. I also volunteered across the weekend for Hexham Priory School, fundraising at a local Christmas market.

I love being able to give back to the schools I work with and have a positive impact towards the local community in any way I can. I sometimes feel the best thing you can give to a cause is your own time."

The last academic year was very busy. I volunteered to run the Great North Run for Thomas Bewick School, to raise funds towards a new play area at their primary site, and I was thrilled to raise

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Spotlight

Donna Nicholson, Vision for Education Manchester

Donna Nicholson has volunteered across multiple initiatives, including food banks, men's mental health charity – Mentell, and the Cleft Lip and Palate Association, contributing her time and support where she can, to improve the livelihood and wellbeing of her local community. Donna is also one of our fantastic MHFAs in Manchester.



Tameside food bank

"I have been lucky enough to volunteer in my community food bank on Christmas Eve and it was an eye-opening, surreal experience. The people collecting food parcels and gifts were trying to do their best to keep their heads above the water.

Last year **they fed 910 people (236 families) across Tameside**, giving them a full food parcel plus a Christmas hamper box with everything they needed to have a Christmas dinner. That's 910 people that had a Christmas dinner, who wouldn't have without them – all run from a small village church. It's such a vital and underfunded service!"

Cleft Lip and Palate Association

"I have been Volunteering since the birth of my daughter Faith. Faith was born with a cleft lip and palate and due to the vital assistance that I received from the Cleft Lip and Palate Association when she

was born, I started to volunteer with them in the Northwest area. I would **arrange and help to run groups and fundraising days** for other families that have had a child born with a Cleft."

Men's mental health charity, Mentell

"Once I came back to work full-time, I couldn't help as much and stepped away. Since then, I have been **a community volunteer for Mentell** – a men's mental health charity, spreading awareness wherever I go!

In the grand scheme of things, I didn't and don't do a lot, but what I do, makes a difference. **That's the great thing about volunteering**, there are no set expectations on hours. You do what you can, when you can, and that's enough!"



● Governance

● Dedicated leadership and ESG governance

Our Senior Leadership Team actively shapes the strategic direction of our ESG programme, ensuring sustainable principles are embedded across the organisation. An ESG Pack is presented monthly to the Board, ensuring ESG issues remain at the highest level of governance.

A crucial element for the success of our ESG journey is the leadership and guidance provided by our ESG Committee, which reports directly to the Board. The committee's primary roles include promoting a unified understanding of how our vision aligns with our ESG strategies, tracking and monitoring ESG activities and metrics, and ensuring that ESG initiatives are implemented across the business.

With a dedicated ESG Lead, Jo Betteley, the Director of Operations, who holds expertise in Business Sustainability Management from the University of Cambridge Institute for Sustainability Leadership, sustainability is firmly integrated into the company's leadership and strategy.





Spotlight:

Jo Betteley
Director of
Operations

"I joined The Edwin Group's ESG Committee two years ago, at a pivotal moment in the company's sustainability journey. By then, we had already produced our first ESG Impact Report and Net Zero Report and were making significant strides towards ESG excellence with our second. It quickly became clear how seamlessly our core ethics aligned with the ESG framework. Our longstanding commitment to caring for our staff, candidates, and the communities we serve, coupled with our dedication to upholding the highest standards of recruitment and maintaining robust policies and procedures, provided an exceptional foundation to the ESG structure.

When I joined the ESG Committee, my understanding of ESG was limited to what many initially know — that it's about caring for the environment and people. However, I was eager to deepen my knowledge. This year, I was thrilled that The Edwin Group funded my participation in The University of Cambridge's Business Sustainability Management programme, which has significantly expanded my expertise and underscores the group's commitment to ESG. ESG has since become a personal passion, and I take every opportunity to actively engage with new starters, existing staff, and managers to enhance their awareness and understanding, reinforcing our shared responsibility towards sustainability.

One of my proudest achievements has been establishing a team of Environmental Champions, located in each of our offices across the UK. This group meets regularly to exchange ideas, launch environmental initiatives, and inspire staff to actively participate in our ESG journey. Through their efforts, we've cultivated a community within the business that genuinely cares about reducing our environmental impact and contributing to our Net Zero goals.

While we're still in the early stages of our ESG journey, the future is incredibly promising. As we continue to make meaningful progress across all areas of ESG, I feel genuinely proud to work for a company that takes its sustainability responsibilities so seriously and approaches them with such proactive enthusiasm."

Delivering change through ESG education

One of our greatest challenges has been raising awareness and understanding of ESG across the organisation. To address this, we launched an ESG education programme to integrate sustainability into every level of our business.

- **Induction Training:** ESG principles are now a key component of onboarding, ensuring every new employee understands their role in advancing our sustainability goals
- **Ongoing Sessions:** Regular training sessions for existing staff and managers enhance awareness and reinforce our collective responsibility towards ESG

These educational efforts have empowered our team to embrace ESG in their day-to-day roles, creating a culture of accountability and innovation.

Mitigating ESG risk exposure

Last year, we took the proactive step to include key ESG risks in our Group's Risk Register. We continue to monitor the following seven risk areas:

1. Energy and waste reporting
2. Aligning with suppliers who share our sustainability ethos
3. Board and SLT engagement on ESG topics
4. Setting ESG Goals and reporting on metrics
5. Meeting SBTi targets
6. Meeting Net Zero targets
7. Assessing and protecting against Climate Change risks

The Edwin Group's operational security and stability are supported by our Disaster Recovery and Business Continuity Policy. Our risk management framework provides clear processes for managing emergencies that disrupt company operations or, more critically, threaten the safety and wellbeing of employees, candidates, and schools.

● Promoting responsible business practices

A culture of strong policy management and compliance is essential for any successful organisation. At The Edwin Group, our HR team ensures this through robust policy control processes and scheduled annual reviews. Updated policies are added to the Employee Handbook and made accessible on our communication platforms.

To promote understanding and compliance, new starters receive a comprehensive induction checklist and our New Starter Handbook—both of which require signed acknowledgment of policy comprehension. To further support onboarding, we have introduced two induction sessions:

- A session with the Executive Team, offering insights into our culture and vision
- An HR-led induction session to guide new employees through essential protocols and resources

Additionally, a robust library of training modules is available on the Hub for both new and existing employees. Policy compliance and training engagement are carefully monitored, with an HR case tracker summarising key metrics in monthly Board reports. Our Safeguarding and IT teams further oversee compliance in their respective areas.

New policies introduced this year

Domestic abuse policy

As part of our ongoing commitment to employee health, wellbeing, and safety, The Edwin Group launched a Domestic Abuse Policy. This policy provides clear guidance for employees seeking advice or specialist services, as well as equipping managers with the skills to support their teams effectively.

Domestic abuse often carries stigma, making it difficult for victims to speak up. By addressing this taboo and fostering an open environment, we aim to create a workplace where individuals feel safe seeking help and support.

Advertising policy

To enhance compliance and transparency, we introduced an Advertising Policy. This policy consolidates existing practices while aligning them with government Conduct Regulations and the REC Code of Professional Practice. It serves as both a reference document and a training tool, complementing induction sessions and the Hub's learning resources.

Safeguarding

Our comprehensive induction training covers critical aspects of safeguarding, including Keeping Children Safe in Education (Part 1 and Annex A), Safeguarding Young People, Child Protection (biannual refresher), Safer Recruiter, and training for Designated Safeguarding Leads (DSL). In total, we conducted 2,056 training hours on safeguarding over the last year.

Data protection

Our data protection framework is overseen by dedicated Data Protection Coordinators across the business, supported by an outsourced Data Protection Officer, who reports directly to our CIO. Key initiatives within this framework include maintaining a meticulous GDPR Breach Log to record and monitor any incidents, as well as systematically identifying and mitigating data privacy risks through our comprehensive Risk Register. This infrastructure ensures efficient communication and resolution of compliance issues, reinforcing transparency and accountability across the Group.

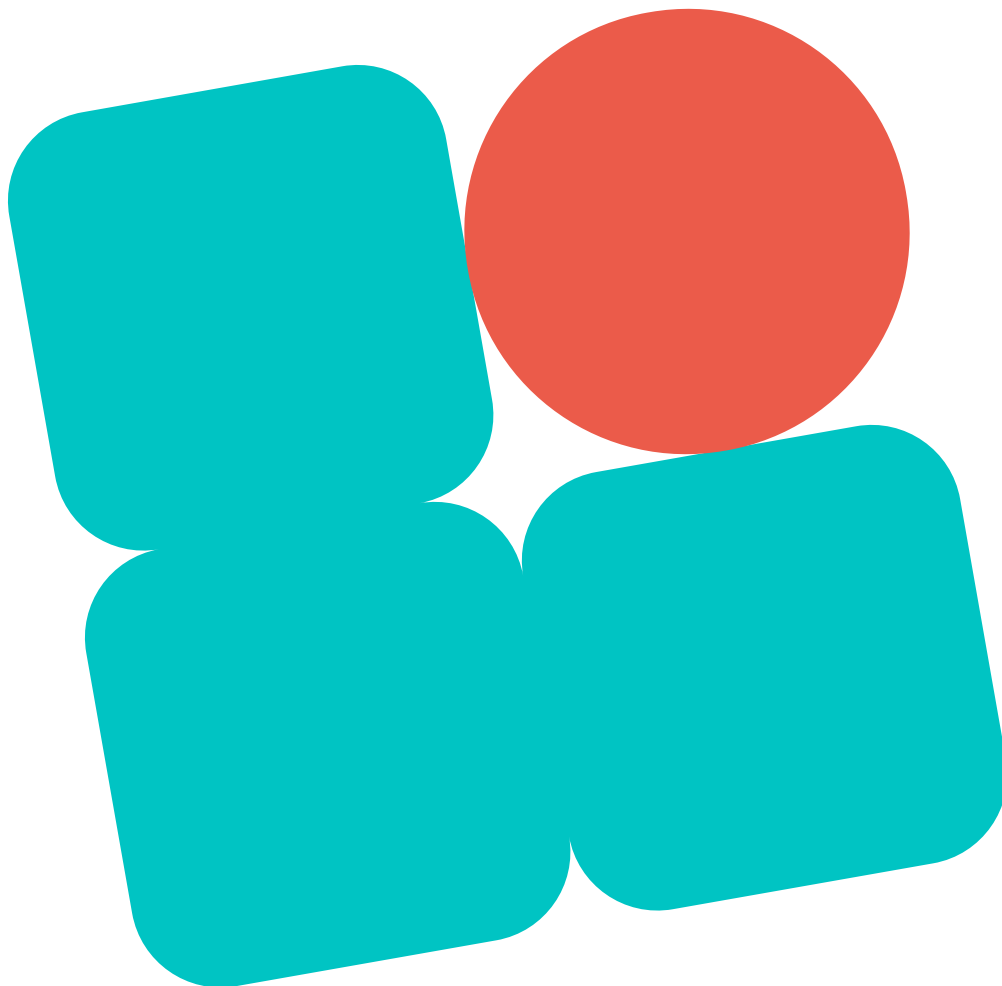
Cyber security

To safeguard against external threats, our cyber security systems undergo rigorous testing. This year, every employee completed Cyber Security Awareness Training, equipping them with the latest knowledge on cyber threats and best practices to protect The Edwin Group.

● Leading change in the year ahead

As we look to the future, our ESG framework will continue to evolve, guided by the principles of sustainability, equity, and wellbeing. Through ongoing education, robust programmes, and collaborative initiatives, we are committed to making a meaningful difference in our workplaces, communities, and the environment.

Environmental	Employees	Schools and candidates	Communities	Governance
 Launch costed investigation into electric car scheme	 Introduce a revised Equality, Diversity, and Inclusion (EDI) policy	 Develop Commando Joe's resources for Sustainability Education	 Provide employees with further opportunities to volunteer	 Launch Groupwide policy management framework
 Continue to actively promote Cycle to Work scheme – aim to have total of 20 people on the scheme by end of FY 2025	 Launch EDI- specific training programme for management	 Provide access to Still Human wellbeing app for all candidates	 Align community partnerships with UN SDG commitments	 Communicate ESG Report directly to external stakeholders
	 Conduct a comprehensive review of pay and reward schemes	 Incorporate access to Still Human app within wellbeing packages for schools	 Embed Sustainability Education in community engagements	 Share ESG progress in dedicated section in our termly, internal publication 'Edwin Exchange'



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