

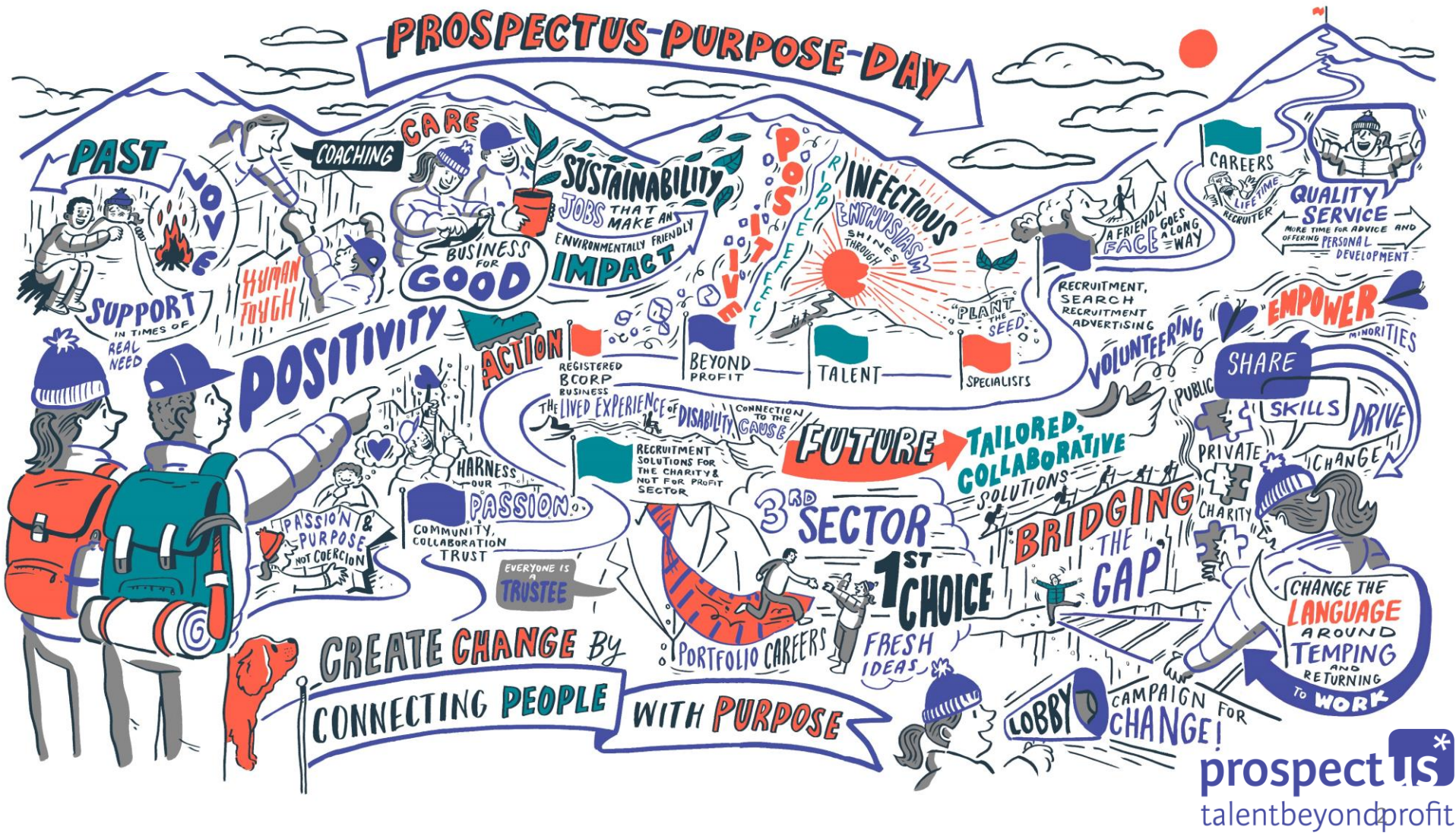


prospect **US**
talentbeyondprofit

Prospectus B Corp Impact Report 2022-2023



We create change by connecting people with purpose



A letter from our CEO, Peter Beeby

Welcome to our B Corp Impact Report. Reflecting back on the last year, 2022 was the year we became more intentional in sharing our purpose and considering how we can create measurable change as an organisation through our work as a recruitment agency.

Whilst we have always been a purpose driven business, at our Board Away Day in January 2022 we focused on defining that purpose to ensure we use it to develop our business authentically and become leaders in our field. We know we make positive contributions through the connections we make between innovative people and impactful organisations, including charities and social enterprises, but also know we can do more.

Hosting a 'purpose day' event to open the discussion with our people, we came together to activate what our purpose is, which is - **to create change by connecting people with purpose**. Considering this statement from both a local and global perspective, we want to change the world for the better through focused work on equity, diversity, inclusion and sustainability. We have over the past year utilised our internal knowledge and external connections to understand how we can make our actions more intentional and purposeful.



A letter from our CEO, Peter Beeby

As CEO, I am so proud of how passionate the people working here at Prospectus are about creating measurable change. They live our values of **community, collaboration and trust** and drive forward initiatives to improve how we work and how we can deliver quality services and products to the not for profit sector.

In 2022, our teams directly placed 1,205 people into purposeful roles with charities, social enterprises and other not for profit organisations. Through our Recruitment Advertising department, we connected a further 2,500 people with purposeful roles by advertising on over 250 different media channels. Our Design department also designed and published 86 job packs. By connecting purposeful talent with purposeful organisations, we act as a conduit for the change, growth and development of organisations focused on the wellbeing of our community and environment.

I am also proud of our ability to build strong and long-lasting connections with other purposeful organisations – for example, our partnership with the EY Foundation for the

delivery of Kickstart. The Kickstart scheme provided funding to employers to create jobs for 16 to 24-year olds on Universal Credit. This acted as both a business opportunity and a community opportunity, to enable the sector to access some of the hardest to reach candidates. Together we placed over 80 young people into work in the charity sector, many of whom had not considered the charity sector as a place of work previously but who then went on to secure permanent roles in the sector.

Our priorities going forward, are to attract and place more disabled candidates into the sector and deliver on our sustainability strategy, which includes measuring our scope 1, 2 and 3 emissions and creating tools and resources for clients and candidates. I am excited to share with you what we have achieved and the steps we will be taking over this next year to become a more inclusive and sustainable organisation.

Our journey to certification

Working with the Beyond Profit sector for over 65 years, our people are passionate about making the world a better place. We became a B Corp because the movement reflected how we have always run our business but the accreditation set out a pathway for continuous improvement.

As the first recruitment agency in the UK to obtain B Corp status, we are proud to see other recruitment agencies now with this accreditation and will continue to advocate for positive change. We want to show other for-profit businesses that you can be successful and make profit, while thinking of your impact on the planet and local / global community.

B Corp accreditation has elevated our purpose by providing focus and bringing together all the talent in our organisation to deliver common goals above and beyond recruitment.

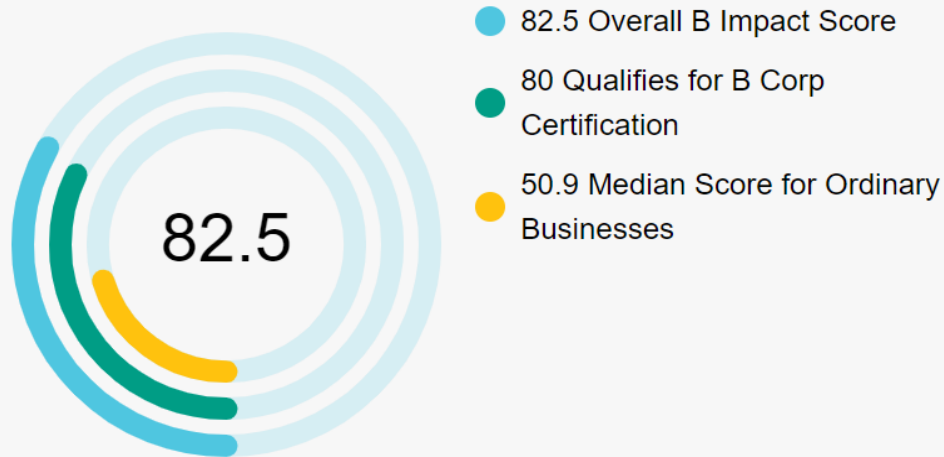


Certified



Corporation

We have ambitious plans to improve our impact score



Overall B Impact Score

2022: 82.5 | 2018: 90.9 | 2016: 85.7

Detailed scoring

Governance: 17.6

Workers: 26.6

Community: 19.1

Environment: 1.9

Customers: 17.0

By recertification in 2025 we aim to achieve an impact score above 100. Our impact score has dropped to lower than our initial certification in 2016 due to the impact of the pandemic. However, looking at what we have achieved in this last year, we believe our impact is improving. Therefore, we are setting ambitious goals to take further steps that will positively improve our score and our impact.



Impact area plans and progress

Over the next two years we are looking to convert our good intentions for creating a lasting, positive impact on our local, wider and global communities into measurable change.

During this past year we have hosted a series of internal and external conversations with colleagues, candidates and clients surrounding many areas of equity, diversity, inclusion and sustainability. As a result, we are developing a strategy in several fields but also understand that to achieve true impact with limited resources, we do need to focus on an achievable number of goals within selected areas. We will focus on our people and their development, disability and sustainability.

The following pages share more detail of our strategy in these areas, some of which fall outside the B Corp impact measurement tool. We wanted to share this work with you as it's important to us and shows some of what we are doing outside of B Corp measurement. However, some of these goals do also fall within our impact areas and progress goals for increasing our B Corp score and you will see these reappear in the Impact tables following.

Our People

A review of employee benefits was conducted in January 2022 with a series of changes implemented as a result. These changes offered a clearer definition of the 'package' available to Prospectus employees. We reviewed what we already had in place, taking into consideration feedback received through the employee equal opportunities and inclusion surveys from 2020 and 2021, alongside comments made on an internal horizon scanning exercise we conducted.

Summary of enhancements

- Increase of holiday days to 28 from day one, 30 from two years, 35 from five years.
- Increase of base pension contributions to: Day 1 4% employer, 5% employee Year 2: 5% employer, 5% employee.
- Reframed statutory sick leave as Health Related Absence with increased pay coverage inclusive of time off for other reasons beyond sickness – for example, fertility treatment.
- Enhanced maternity, paternity, adoption pay including the option to spread paternity leave throughout the first year of child's life if desired.

- We also introduced a share option scheme for employees which gifted options to over 65% of our staff compliment.



Disability objectives

Prospectus is exploring several initiatives to ensure we are both an inclusive employer and support our sector to place candidates from diverse backgrounds. Taking steps to become actively inclusive to people with disabilities as colleagues, clients and candidates was identified as a key organisational focus at the January 2022 Board Away Day. Below is a summary of what we achieved in 2022 and the following page shares our goals for 2023.

What we did in 2022

- Made Disability Confident meaningful by attracting disabled candidates – we have managed to increase the number of applicants declaring a disability by 50%.
- Captured the Disability Confident status of our clients – we have built tech functionality to capture the Disability Confident status of our clients.
- Released candidate diversity statistics – in October 2022 we released our latest candidate diversity statistics. We believe transparency is important.
- Sent disability in the workplace surveys – in August 2022 we sent out a survey to our community of clients and candidates to learn more about disability in the

workplace. The results were shared with our networks and helped us align our goals and content to our community needs.

- Made disability a key focus of our EDI Group – disability became one of the three main focuses for our EDI Group at the end of 2021.



Disability objectives

Goals for 2023

- Explore improved stewardship of disabled candidates.
- Create an accessibility hub on our website – create a hub of information and signposting for disabled candidates and for clients to support with job searches and recruitment processes. We also are continuously working on our website and job board functionality to ensure they meet accessibility needs.
- Training and development – provide training and learning opportunities for staff, delivered by people with lived experience – formal training or workshops.
- Continue making Disability Confident meaningful – how do we assess the impact of the changes and measure them? Become a Disability Confident leader.
- Work to join RIDI Pioneers (Recruitment Industry Disability Initiative).





Sustainability objectives

The environment and sustainability were a key area of focus identified at the Board Away Day in January 2022. In July 2022, Prospectus hosted an Environment Day including all of our teams. The event created a space to think creatively about how sustainability impacts us as individuals and as an organisation, alongside our clients and candidates.

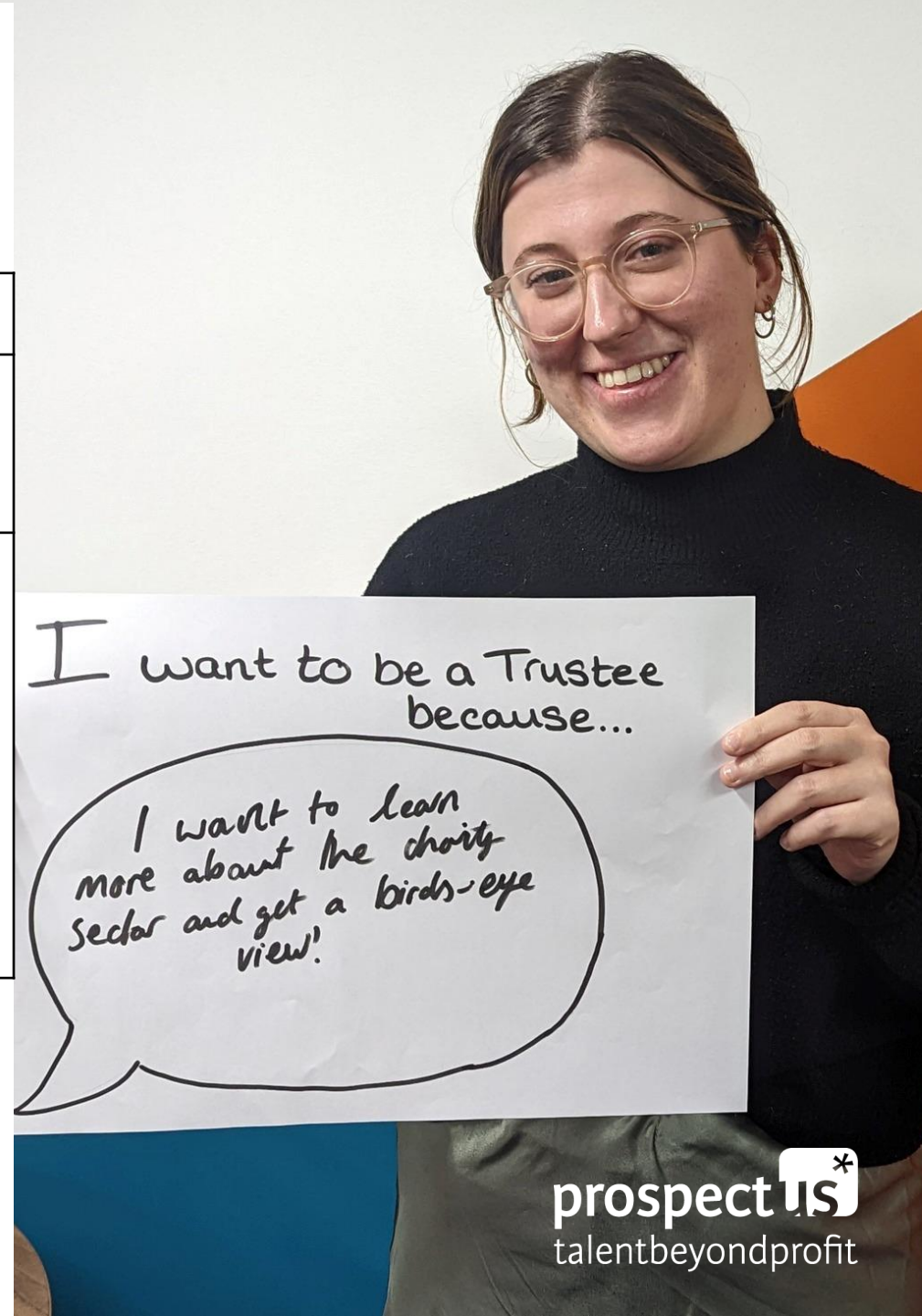
In 2022 we joined the Fit for the Future network to understand more about scope 3 and continue to build knowledge. Our current objectives for the next few years are:

- Measuring scope 1 and 2 emissions.
- Pursuing kitemark accreditation.
- Measuring scope 3 emissions.
- Recommending to Prospectus Shareholders to adopt a net zero target.
- Creating a sustainability page on our website.
- Building sustainability onto the Prospectus careers site.
- Holding workshops with the Prospectus team on engaging externally around sustainability.

Impact area plans and progress

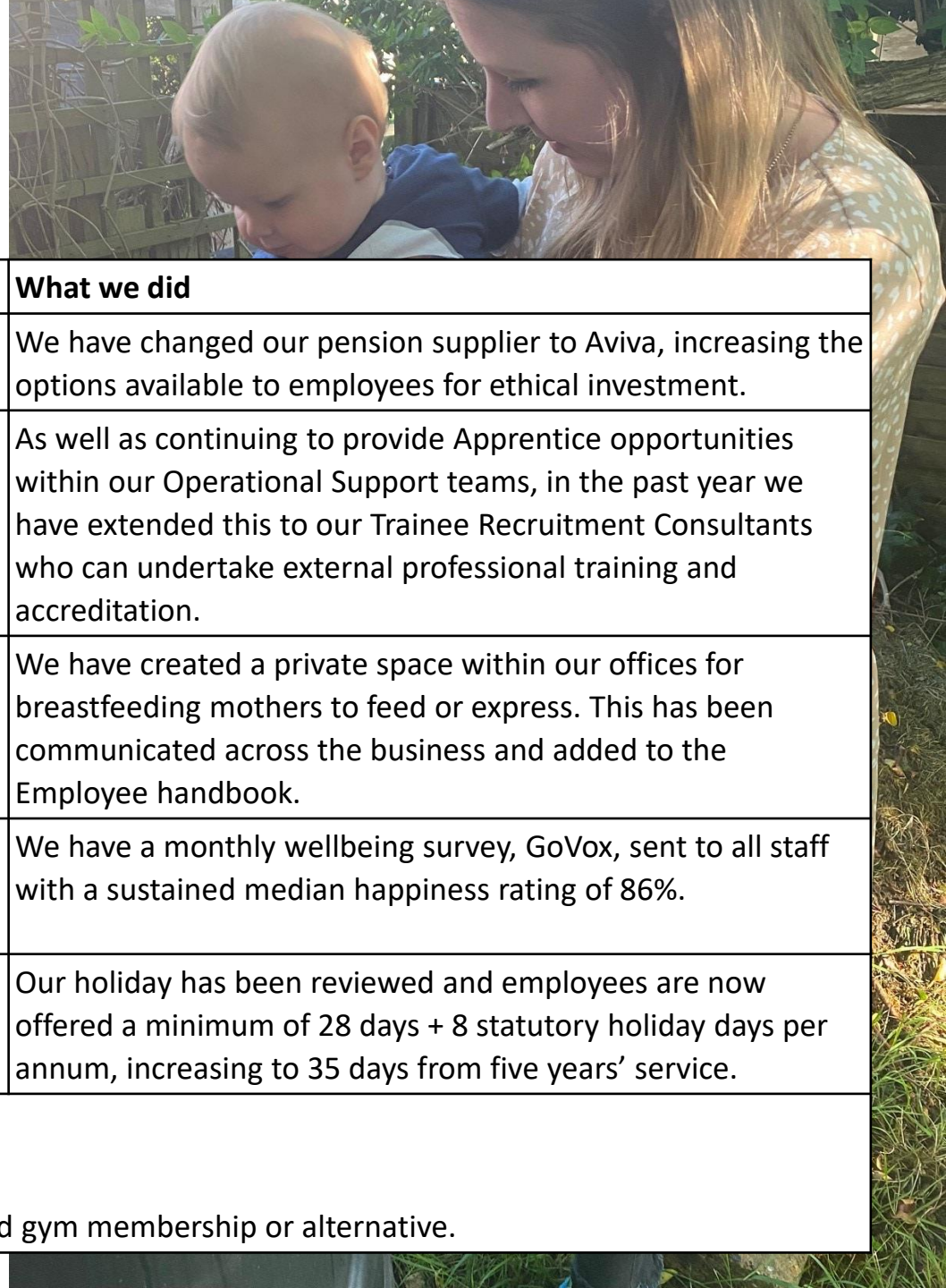
Area 1 – Governance

What we said we'd do	What we did
Increase anti-corruption reporting and prevention systems.	We have introduced a whistleblowing policy.
Plans for 2023 – 2024	
<ul style="list-style-type: none">• Impact reporting – our company will work to publicly share information around our social and environmental performance through our website. We will also seek to integrate this with our financial reporting – internally at first with a view to share externally.• We will add a code of ethics to our website and instruct Management and the Board on the code at least annually.	



Impact area plans and progress

Area 2 – Workers



What we said we'd do	What we did
Change our pension provider to a more socially responsible provider.	We have changed our pension supplier to Aviva, increasing the options available to employees for ethical investment.
Increase access to external professional development.	As well as continuing to provide Apprentice opportunities within our Operational Support teams, in the past year we have extended this to our Trainee Recruitment Consultants who can undertake external professional training and accreditation.
Introduce a policy to support breastfeeding mothers.	We have created a private space within our offices for breastfeeding mothers to feed or express. This has been communicated across the business and added to the Employee handbook.
Monitor the happiness score of our company using a tool to monitor employee satisfaction.	We have a monthly wellbeing survey, GoVox, sent to all staff with a sustained median happiness rating of 86%.
Increase number of holiday days to 25 + work days.	Our holiday has been reviewed and employees are now offered a minimum of 28 days + 8 statutory holiday days per annum, increasing to 35 days from five years' service.
Plans for 2023 – 2024 <ul style="list-style-type: none">• Add in client feedback into 360 appraisals.• Provide health and wellness initiatives through a subsidised gym membership or alternative.	

Impact area plans and progress

Area 3 – Customers

What we said we'd do	What we did
Make our Disability Confident registration meaningful by attracting disabled candidates.	As a result of integrating a Disability Confident declaration into our website registration process, we have managed to increase the number of applicants declaring a disability by 50%.
Implement a new CRM system for more effective data management and protection.	We are in the final stages of our Bullhorn implementation – launch May 2023.
Increase impact measurement tools to monitor our service. Increase the number of third-party monitoring beyond B Corp certification.	In the past year we have signed up to BITC's Five Principles for Inclusive Recruitment and BITC's Race at Work Charter. We are also in the process of signing up to the Recruitment Industry Disability Initiative.
Customer feedback – increase feedback tools and analyse / report on results.	Increased customer Google reviews to 105 with an average rating of 4.7. We will continue to monitor and increase opportunities for feedback.
Plans for 2023 – 2024 <ul style="list-style-type: none">• Improve feedback capture and monitoring.• Explore partnerships with other organisations to improve access to and place candidates who have a disability.• Accessibility hub on our website – create a hub of accessible information and signposting for disabled candidates.	

Impact area plans and progress

Area 4 – Environment

What we said we'd do	What we did
Encourage good environmental stewardship in how employees manage their virtual offices.	We have a written policy encouraging environmentally preferred products and practices in employee virtual offices and employees are provided with a list of environmentally-preferred vendors for office supplies
Conduct a review of all suppliers.	All suppliers signed our Good Supplier agreement. The agreement ensures our suppliers align with our social and environmental values.
Increase knowledge to create baselines for assessment using internal and external expertise.	We joined the Fit for the Future network to understand more about scope 3 emissions monitoring. We continue to build knowledge for implementing measuring tools and have held a series of sustainability discussion sessions internally.

Plans for 2023 – 2024

- Monitor, record and report energy usage and scope 1 and 2 emissions for the office, setting reduction targets.
- Monitor, record and report water usage and waste production.
- Pursue kitemark accreditation.
- Recommend to Prospectus shareholders to adopt a net zero target.
- Create a sustainability page on our website with short, simple and powerful messages.



Impact area plans and progress

Area 5 – Community

What we said we'd do	What we did
Increase diversity at Leadership Level.	Changes to our Leadership Team implemented at the end of 2022 has improved diversity: 57% women; 14% persons of colour; 14% LGTBQ+.
Conduct a survey to find out how many of our workers come from low-income areas and non-traditional educational backgrounds.	Survey of employees was sent out in 2022. 38% of our workers identify as working class, 15% received free school meals and 27% did not attend university.
Create a community space and offer use of our facilities to charities and not for profits.	Redesigned the office offering desk space rental and use of meeting rooms and community space.
Encourage fundraising practice.	A policy was created and shared in 2022 stating we will fund-match pre-agreed fundraising events and activities.
Increase the use of volunteering days (each member of staff is entitled to 6 days per year).	We have increased the number of volunteering days used across the business from 10 days (74hrs) in 2021 to 25 days (188 hours) in 2022.

Plans for 2023 – 2024

- Setting targets or goals for monitoring and increasing the amount of local purchasing with independent suppliers.
- Review our banking services to prioritise sustainable banks.
- In 2018 we conducted a gender pay-equity analysis. We are looking to redo this, additionally looking into an ethnicity pay-equity analysis.
- Continue to increase use of volunteering days.