



AMORIA GROUP
PROGRESSING LIVES EVERYWHERE

December 2024

Sustainability & ESG Report

Foreword



David Etherington
CEO of Amoria Group

At Amoria Group we've always prided ourselves on being a "Value-Led Business". We believe that what makes us stand out is not just the specialist service delivery we provide to our clients and partners, but our commitment to fulfilling our Group purpose of **"Progressing Lives Everywhere"**.

In today's world there are many challenges that face our global community, and it's important that we recognise the actions we can take as a leader in our fields to reduce these and make a positive impact. As a business that's centred around people, we're in the privileged position to see the direct impact our services can make, as we source and deploy experts on projects that themselves are creating positive change.

Our commitment goes beyond the sectors and service we provide. Since the company's beginning we've been giving back to the community through the Amoria Bond Charitable Trust (which has now donated over **£650,000** to global causes) and continue to introduce new initiatives around sustainability and ESG.

Just four years ago we launched our partnership with One Tree Planted, to give back to our planet with every milestone the company achieved, planting 1 tree for every NPS survey completed by our clients, candidates and consultants, 10 trees for employee annually, 100 trees for every employee promotion and 1,000 trees for every new office we open. In just a short time we've exceeded our expectations for what we could deliver, planting an astonishing **120,000 trees** as of October 2024. Once these are matured, they will remove around **4,800 metric**

tonnes of CO₂ per year from the atmosphere — a hugely positive impact on our planet.

These are just two of the many ways we take responsibility and give back, and you can read more about these initiatives and the others that we do to progress lives beyond our own business.

I'm proud to see us take further steps this year by signing up to **the UN Global Compact** which, through their 17 Sustainable Development Goals (SDGs) and Ten Principles, provides a strong framework for responsible businesses to follow. There's detail about the Global Compact in this document, including how the work we do relates to each of the SDGs.

We've come a long way and as you read this you will see the many different ways that we as a Group contribute to the world, whether it's through our services and specialisms, or the many groupwide initiatives, policies and commitments we follow. But there is still more that we can do, which is why we're also offering transparency about our upcoming activities and goals.

From reducing our carbon footprint to building a more diverse and inclusive working culture, Amoria Group will continue to lead in our industry as a business that creates positive change.

Driven by our PROFES values and the ethics and mindset of our people, we will achieve our vision of **Progressing Lives Everywhere**.



Amoria Bond is an international specialist staffing business offering freelance solutions, staff augmentation and strategic permanent recruitment, including executive search, into the Technology, Advanced Engineering and Energy sectors.

Founded in Manchester in 2006, Amoria Bond became one of Europe's fastest-growing privately-owned companies, now operating on 42 countries worldwide.



Coalesce Management Consulting (CMC) is an international management-consulting partner providing advanced work packages and capacity partnering. The sector focus of CMC is Advanced Engineering and Energy.

CMC launched in 2015, originally offering services across the APAC region, and soon spread to a global brand. In 2023 we opened the first US office for CMC in Dallas, Texas.

About Us

Amoria Group is an integrated project and human capital services business with a commitment to Progressing Lives Everywhere by delivering staffing and consulting services to global Technology, Advanced Engineering and Energy sectors.

Founded in 2006, Amoria Group has established a global reputation for unparalleled sector specialist knowledge and service delivery in STEM markets through integrated operating brands **Amoria Bond** and **Coalesce Management Consulting**.

We have been members of the **UN Global Compact** since 2024, committing ourselves to their 17 Sustainable Development Goals and playing our part in achieving a better future by ending extreme poverty, fighting inequality and injustice, and protecting our planet.

The guidelines set out by the UN line up with our own goals and GROWTH strategy, which are embodied by our Purpose, Vision and Values. Our people are committed to upholding these through our operations and in creating a positive culture that gives back as we grow.

Our Purpose

Our Group purpose is **Progressing Lives Everywhere**, which is a commitment to advancing the lives of our clients, candidates, consultants, employees and the wider global communities in which we operate.

Our Vision

Our Group vision: **to be the best service-driven staffing and consultancy business in our specialist STEM sectors**, is underpinned by our Group Service Charters, which provide a framework of our service commitments to our clients, candidates, employees and consulting partners, as well as the wider global communities.

Our Values

Our PROFES values were set out through an inclusive, collaborative process with our staff to isolate what matters most to them when working with each other and when delivering best service. PROFES stands for:

Positivity

We support each other when we need it, see challenges as opportunities to grow and accept setbacks as things we can learn from. We bring out the best in ourselves and each other.

Respect

We accept everyone, regardless of any differences and are proactive in contributing to an inclusive working environment. We listen to, encourage and help each other.

Ownership

We're proud of our workplace, and we do everything we can to make it the best it can be. We take responsibility for improving ourselves and take action to help out our clients, candidates, colleagues and community.

Fun

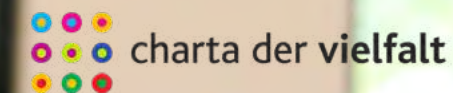
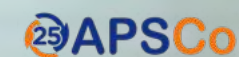
We celebrate our successes and the achievements of our colleagues and create an enjoyable work environment for everyone.

Excellence

We hold ourselves to high standards and constantly strive to deliver the very best services to our clients, candidates and each other.

Success

We deliver on our goals consistently. We take charge of our own training and continuously strive to develop new skills, knowledge and expertise in order to progress, fulfil our potential and progress our own lives and the lives of others.



Memberships & Affiliations

Recruitment Industry organizations: **APSCo United Kingdom, APSCo Deutschland, TALiNT Partners**

Signatory member of **Charta Der Vielfalt** – German Diversity and Inclusion Charter.

Founding partner of **Programme One** – a collection of companies addressing workplace inequality for Black talent within the Recruitment Industry.

CMC received **ISO9001 certification** confirming our commitment to international standards for technology, processes, working conditions and management.

These supplement our own Best Service Charters, set out in 2020 with inputs from across our global Group, to achieve our mission of Progressing Lives Everywhere.

What is the UN Global Compact?

The United Nations introduced the Global Compact to be “**The World’s Largest Corporate Sustainability Initiative**”.

Over 20,000 companies across 160 countries are involved in the compact, all agreeing to the UN’s high standards for ongoing, positive transformation.

In their words, the Global Compact is “**A call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals**”.

As a leader in integrated project and human capital services, and a global business with a mission of Progressing Lives Everywhere, our vision is already aligned with the ideals of the UN Global Compact. Our own best service charters commit us to the actions that we’ve defined as important to our business and our people.

But joining the compact and committing to upholding the Sustainable Development Goals it lays out, gives us another framework we can follow as part of a larger community of global businesses pushing forwards to make a world-changing impact.

We’ve been able to look at the progress we make and the initiatives we’ve already introduced in the context of this wider target, and see where our strengths are and what we need to drive more. We’re already committed to achieving net zero by 2028, we work in sectors that improve industry and infrastructure, provide clean energy and good health, and we create decent work and economic growth by

matching professionals with the pioneering businesses that are in need of their skills.

We’re committed to reducing inequality both within our own business and across the sectors we work in and we are continuing to introduce new initiatives and new targets that will take us to fulfil the UN Global Compacts ambitious targets.

The Compact has broken its vision down into 17 Sustainable Development Goals (SDGs), which are listed to the right of this page. Throughout this document you’ll see how each of our own Sustainability and ESG actions lines up across these SDGs.

Through our own commitments we’re making improvements within all 17 SDGs. But we’re not yet where we want to be, so we’re also setting our own goals to strive towards in the years to come. We will be tracking our progress across each of areas you’ll read about in this document and authentically sharing our achievements, challenges and initiatives.

Follow our progress at amoriagroup.com and on our social media channels.



GROWTH Strategy

Our future GROWTH ambitions offer exciting opportunities for employees and we're well on track to achieve all our goals ahead of our 2025 year end target.



Growth year-on-year in double digits creating double the opportunities for promotion and leadership progression

68 promotions YTD in 2024 (as of October 2024) and 94 promotions in 2023, of which 29 were into management and leadership roles.

50% of all senior sales and management promotions were women.

Remarkable experiences for our people and remarkable services for our clients

Launch of **Best service charters** for Amoria Bond (2021) and CMC (2022).

International sales conferences in Porto, Dubai, Milan, Barcelona, Phuket, and New York.

90 Awards & Accolades, including APSCO DE Staffing Company Of The Year 2024 and ED&I 2023.

Offices – 8 international locations with new openings in Benelux, DACH, UK, APAC and USA

Five operating offices in Manchester (UK), Amsterdam (Netherlands), Cologne (Germany), Dallas (USA) and Singapore.

World leading training to provide the best skills and opportunities for growth

New LMS launched in 2023 offering hours of content our consultants can access whenever, wherever to better their understanding and skill set.

We also offer in-person training from our internal L&D specialists with external guidance on topics ranging from personal branding to wellness.

Take the Business to FE1 & FE2 through delivering on GROWTH strategy

Help the Community with 5 project initiatives via the ABCT and paid charity days for every employee, every year

Fifth employee volunteer trip to Peru in 2022, next planned for 2025. Third soup kitchen built in Las Laderas, feeding 50 families every day and hundreds of care hampers sent every Christmas. Children's refuge extension built in Las Laderas.

Thousands donated through employee fundraising to various causes. **Over £650,000 donated** to charities globally.

Supporting Pioneering Industries With a Positive Impact

Amoria Group specialises in pioneering sectors, delivering professional services to businesses and projects that have the potential to change the world for the better. We're a value-led Group that's committed to driving positive change through the sectors we specialise in.

As a human capital services business, our operations directly progress the lives of people — putting them in jobs or placing them on projects where their skills are most needed, enabling their careers while matching them with clients who require specialist skills.

When those projects involve generating clean energy, enhancing cybersecurity or developing more effective vehicle safety features, we're accomplishing our goal and progressing the lives of our professionals, our partners and the wider community of people, everywhere.



Technology

Enterprise Applications

Taking businesses to the next level, through Amoria Bond we recruit experts in Enterprise Applications across the EMEA region. These in-demand professionals set up and optimise systems like Salesforce, SAP and Business Intelligence to give businesses the data they need to deliver their own services best.

The applications themselves, and the data that is managed through them, drives innovation and smart infrastructure within businesses, promoting better practices, great successes and positive growth.

**We have been placing
STEM professionals
across 40+ countries
since 2006**

Software and systems

The constant developments within software, including the integration of AI and automation into our everyday workflows, requires experts with up-to-the-minute knowledge to optimise systems.

The professionals we place in our clients operations can range from supporting the growth of small businesses with the resources they need to grow, to managing full-scale data-centres that drive innovation through calculating vast amounts of data.

IT Infrastructure

Essential for businesses and communities, the complexities that go into developing and maintaining IT infrastructure requires skilled experts, that we source through Amoria Bond's staffing services.

We recruit experts in IT security, systems cloud and data science to maintain the operations, infrastructure and innovations across industries.

Energy

Renewable Energy

We play an active role in reducing global dependence on fossil fuels and developing a greener world through the services provided by both of our brands. Our primary focus in renewable energy is on the construction and installation of new projects in wind and solar, from small to utility-scale projects. However we've worked across the sector including various project phases and expanding our reach to hydrogen and battery storage projects.

Through both staffing and consulting across the global renewable energy sector we've been part of hundreds of projects delivering clean sustainable energy and reducing thousands of tonnes of CO2 emissions.

Energy Transmission & Distribution

Renewable energy development is only half the story: bringing clean energy to the world is dependent on upgraded, efficient transmission and distribution infrastructure which is why we specialise in delivering expert consultants to grid network projects across the US and APAC.

Our Dallas-based CMC team works exclusively within this sector, partnering with major American construction and energy leaders to deliver expert consultants who can drive their project to completion.

Conventional Energy

Across the APAC region, our CMC brand partners with energy leaders to support them through the global energy transition. As the world moves away from coal and oil, moving experts and operations over to cleaner forms of fuel, such as LNG, helps to bridge the gap between maintaining sustainable communities with affordable energy, and reducing emissions.

We work with our partners to rejuvenate existing developments in line with net zero goals and progressive targets. The conventional energy engineering professionals we deploy provide skilled services including upgrading existing facilities to commissioning and operating ambitious developments like FPSOs.



Sanjeev Chopra
Chief Financial Officer

As a business you want to know that the industries you're specialising in are going to be secure, with long-term value. The biggest benefit that we've found is in looking for those industries that we know are going to be making the biggest, positive impact.

There will always be new energy projects, there will always be new technologies, there will always be the types of projects that require specialists in advanced engineering. As the world changes, these industries will change with them, and as part of that we can always be looking forward at the world-changing, high-potential positive impact that we can be part of.

We've supported projects that are providing clean, affordable energy to communities, we've placed people who developed the first COVID vaccine, we've provided the experts who build safety features in cars, or develop technology that detects roadside bombs in war zones. We've built a strong business that progresses lives through our day-to-day activity.



Advanced Engineering

Embedded Software and Systems

Essential systems to the operation of technology and devices, embedded software and systems connect everything from cars to appliances to medical devices to industrial equipment and SMART buildings which enhance energy savings and people security.

Through both CMC and Amoria Bond, we work with experts across the project lifecycle, from design to installation to testing – either placing them in permanent positions where they can lead on constant innovation, or deploying them as consultants for a temporary project.

Electronics Development

Taking electronic devices beyond their capabilities, the specialists we work with integrate and upgrade electronics in automotive systems, medical devices, aerospace technologies, Internet of Things (IoT) devices, and more.

Electronics development is important for future development of industry, for enhancing safety features and for improving energy efficiencies through innovative fabrication. Examples include development of AI pins which have the potential to track real-time health data as well as offering communication features that could replace smartphones; or our work in the development of new cochlear implants, which help people with severe hearing loss hear again.

Life Sciences

The Life Sciences sector changes rapidly, relying on experts who can be flexible, reactive and qualified to the latest standards. We support leading businesses in pharmaceuticals, medical devices, R&D, food and biotechnology, progressing lives through important, world-changing innovations.

The people we've placed within Life Sciences have worked on developments that save lives, including contributing to the first COVID vaccinations in 2020.

Chemical & Process Manufacturing

Industrial development of new materials and products is reliant on specialists who can optimise everything from design control to operations. We support businesses as wide-ranging as steel and EV battery production with process experts.

The work that our experts deliver is focused around reducing emissions in the manufacturing process, helping businesses hit their Net Zero goals.

Defence

The experts we deliver to engineering and tech projects within Defence work with state-of-the-art systems ranging that incorporate AI, machine learning, aerospace and robotics.

They primarily work with software and systems development, building greater defence systems that uphold the principles of peace and justice and protect lives. Projects our consultants have contributed to have included developing enhanced radar systems that detect roadside IEDs, revolutionising emergency parachute systems and developing global navigation satellite systems (GNSS).

Aerospace

From commercial to defence to spaceflight, the engineering experts we place through CMC work on ambitious projects across the sector.

This has included specialists working on fixing the UK space ecosystem, and communications software specialists developing chips for SpaceX Starlink Project which provides affordable mobile coverage to over 60 countries.

Future Mobility

Working with major OEMs, Tier 1 and Tier 2 firms our future mobility staffing and consulting services covers everything from hardware design to software development to security to systems testing and more for automotive, eVTOL, aircraft and other ambitious projects that are revolutionising the way we travel.

The projects we work on progress lives by creating more efficient, safer vehicles on the roads and even working on a project to manufacture the world's greenest electric vehicle battery.

We have experts working in new eVTOL sectors, building self-flying passenger aircraft, air-taxis and medical transport electric vertical take off and landing and electric regular take off and landing vehicles, which provide urgent supplies to essential locations.

Net-Zero Offices In 2028



We're already taking proactive steps to reduce carbon footprint across our offices and operations

In 2020 we launched our partnership with One Tree Planted as a way of giving back by planting trees for every milestone the business achieves. Originally the goal was set to 70,000 trees, by committing to plant:

- 1 tree for every NPS survey completed by our clients and candidates
- 10 trees for every employee annually and every new employee who joins the business
- 100 trees for every employee promotion and every CMC expert deployed on a project
- 1,000 trees for every new office we open

We have planted 163,395 trees around the world since July 2020

In addition to Progressing Lives and creating a positive impact on the planet through our Global services, we're committed to developing a sustainable environment throughout our operations. So we've set out to enhance our internal sustainability goals in line with our responsibility as a member of the UN Global Compact, by setting our goal to have Net Zero Offices by 2028.

The proactive steps we're already taking will transform our operations and reduce our carbon footprint across our offices and operations. But we know there is still a way to go and there is a lot of work to do to hit our target.

The continuous improvements we make will include offsetting carbon from essential operations through planting trees, in addition to reducing paper, eliminating single use plastics and introducing a fully electric vehicle fleet. Through introducing continuous improvements we can achieve net zero and become an example for others within the human capital business.

We vastly exceeded our goal much faster than expected, and as of December 2024 have planted 163,395 trees around the world. And we are not stopping there! Our partnership with One Tree Planted is ongoing and we'll keep celebrating every milestone with more trees, until we've planted a forest!

In addition to offsetting our emissions, we're taking steps to reduce. We've partnered with sustainable suppliers for branded products and merchandise, and implemented recycling programs within all our offices. We also **recycle 100% of our old equipment**, with 90% being recycled within local communities to support young learners.

We've significantly cut all emissions from our technology over the last two years including moving our operations to cloud-based architecture on Microsoft Azure — which has been demonstrated to be **93% more energy efficient** and **98% more carbon efficient** than on-premise alternatives (according to a 2018 study by Microsoft). In H2 2024 we also began moving our data storage to Microsoft Sharepoint, which will be complete by Q1 2025 and achieve greater reductions.



Natasha Crump
Chief People & ESG Officer

Our ability to shape a more sustainable future lies in the choices we make today— both big and small. At Amoria Group, we are committed to making those choices count.

For us, environmental impact goes beyond headline ambitions. It's also the everyday actions we take individually and collectively — choosing eco-friendly office products, striving to be as paperless as possible and opting for FSC-certified paper when unavoidable, using energy-saving settings on appliances, installing auto-lights, and shifting to cloud-based services— that together create meaningful progress. Alongside these wins, we remain focused on the bigger steps we take across our operations and through the projects we deliver for clients in Technology, Advanced Engineering and Energy.

Personally, it's the initiatives our teams lead themselves like, local beach clean-ups, that really inspire me. Together, we are building a business that not only supports the transition to net zero, but also champions a cleaner, more sustainable world.

Beyond our own operations, we're supporting climate action by working with partners who develop affordable and clean energy. Both Amoria Bond and CMC operate across the **renewable energy markets**, providing permanent staffing solutions and consultants primarily across the construction and installation of onshore and offshore wind and solar developments.

The future

We're introducing several new initiatives that will take us to fully Net Zero operations by 2030.

We'll be planting more trees to start offsetting the power used by the business, such as the lights in our offices.

We'll be moving to a **paperless office system** where possible. Most of our operations are already online, including using virtual signatures on paperwork and invoices, and we'll be continuing to introduce more paperless options — with the only exception being where on-paper signatures are a legal requirement, such as in our Cologne office.

We'll be **banning single-use plastics** from all our offices.

We'll be moving our fleet of company cars to **only allow electric vehicle** options.

We'll be offering carbon offsetting options to employees when they travel for business.

We'll be introducing a cycle-to-work scheme, and local equivalents, in all our offices.

Future Partnerships & Certifications



We're investing in a **sustainability platform** that helps us track our carbon footprint and sustainability performance. This rating and ESG compliance solution evaluates sustainability practices, taking into account Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

It provides us with a sustainability scorecard offering areas for improvement, including benchmarking capabilities which we will begin reporting on to set

measurable targets and a transparent view of our progress.

We're working towards **ISO 14001 certification** which will recognise that we are taking proactive measures in our operations to minimise our environmental footprint.

CMC already achieved **ISO 9001:2015 certification** in 2023 in recognition that our expert-led processes fulfil their standards for repeatable, consistent, quality service. It shows that we're committed to continual improvement and have control measures in place to assist with regulatory and legislative compliance.

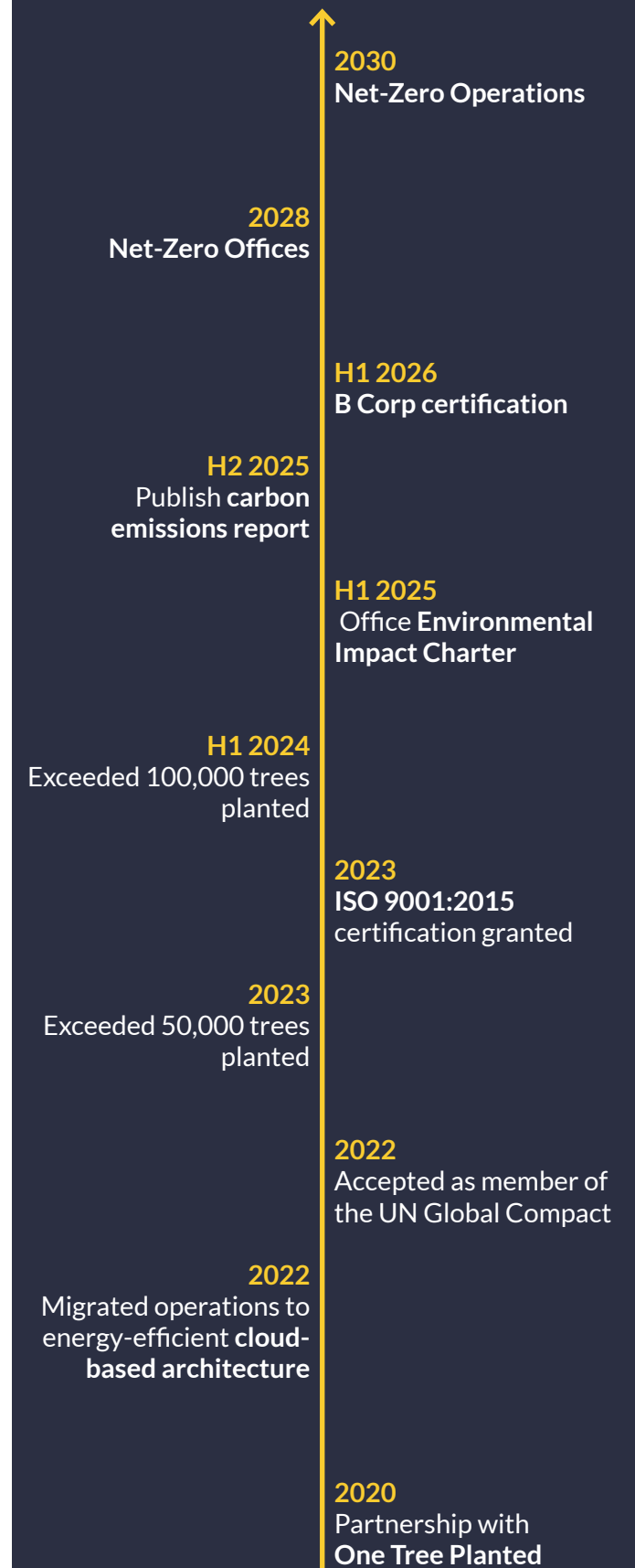
ISO 14001 certification will be the next stage to demonstrate our compliance with international standards for environmental management.

We're currently in the process of achieving **B Corp Certification**, which is awarded by non-profit organisation B Lab, to reflect a company has high standards of social and environment performance, accountability and transparency.

B Lab assesses a company on performance, accountability and transparency on everything from internal benefits and CSR activity, to operational practices. To achieve certification the company must:

- **Demonstrate high social and environmental performance** by achieving a B Impact Assessment score of 80 or above and passing our risk review. Multinational corporations must also meet baseline requirement standards.
- **Make a legal commitment** by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders, and achieve benefit corporation status if available in their jurisdiction.
- **Exhibit transparency** by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile on B Lab's website.

Our Milestones





Amoria Bond Charitable Trust

Our strong ESG commitments come from an ingrained ethos of 'giving back', best exemplified by the establishment of the Amoria Bond Charitable Trust (ABCT).

This is a UK-registered charity primarily financed by the business and employee-led fundraising which has supported numerous charitable and non-profit initiatives around the world, and within communities local to our offices. The Trust has donated over £650,000 to charitable causes and planted over 163,000 trees around the world.



Our primary goal is to facilitate meaningful change through charitable actions that have a direct and long-lasting impact

History of the Amoria Bond Charitable Trust

The Amoria Bond Charitable Trust (ABCT) was set up in 2009, just three years into the business's journey, before we expanded into the international Group we are today. From those early days, the company was already committed to progressing lives everywhere, setting the foundations of our value-based operations that would develop as we grew.

The ABCT was launched with the primary goal to facilitate meaningful change through charitable endeavours that have a direct and long-lasting impact. These were split into **three core objectives**.

Our Charitable Trust aims to...

Promote or assist any charitable activity directed to the relief of poverty caused by disability, social or economic circumstances.

Advance the education of young people by providing for the provision of facilities for their education.

Promote or assist charitable activity directed to the care or special education of people who have learning difficulties or are physically disabled or suffer from mental health problems.

More than just giving money, the ABCT is centred around action-led change through employee participation. We actively encourage our people to engage with projects, giving them the opportunity to take part in Trust-led fundraising efforts, or take time to give back to causes that are important to them.

Our volunteer activity in Las Laderas, Peru demonstrates this well. For over ten years we've been partnering with Project Peru's Children's Refuge and the local community to deliver a lasting impact to one of the most impoverished regions in the world.

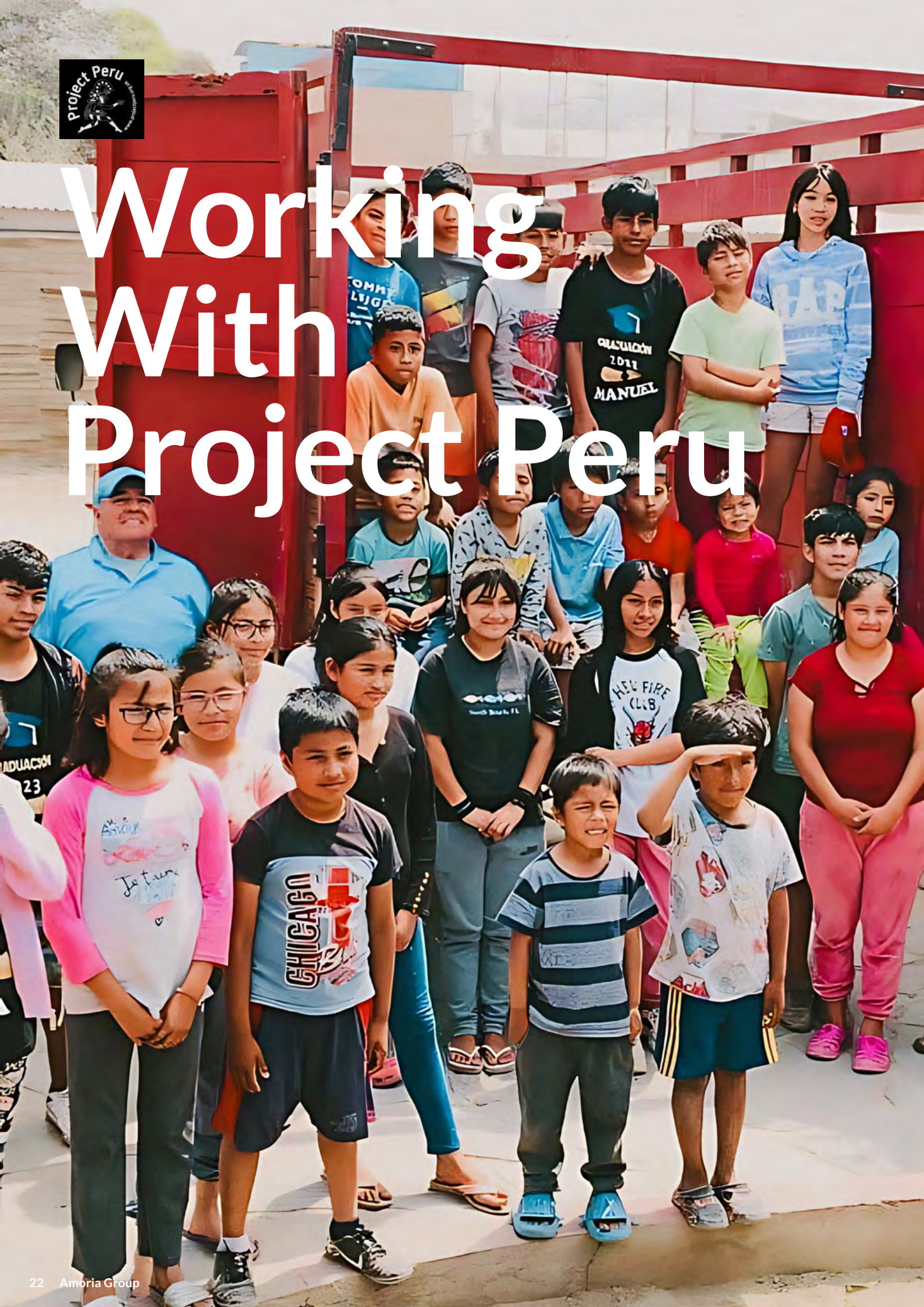
In addition to our long-term projects in Peru, the Charitable Trust supports community activities and charitable initiatives that are important to our employees and aligned with the ABCT's core aims and support our purpose of Progressing Lives Everywhere.

Through ABCT, the company has contributed to numerous employee-led activities in 2024, supporting charities such as Ronald McDonald House, The Christie Cancer Research, Cancer Research UK, The Special Social Club, and Jutta's Soup Kitchen.

We are incredibly proud of the impact we have collectively made through the Trust. It's a legacy every employee can be proud of contributing to, and there is much more to come!



Working With Project Peru



Over a decade of support for the people of Las Laderas, Peru

Our work with **Project Peru** involves supporting the residents of Las Laderas, a shanty-town in the foothills of the nation's capital, Lima.

We can proudly look back on various actions that we've been able to take through the ABCT. Between 2011 and 2017, for example, we supported the **construction of 101 houses that provide a home for more than 500 of the neediest people in Las Laderas.**

In 2019 we opened our second soup kitchen, which provides food for hundreds of people every day and is a safe place for social, health and educational services.

In 2022 we organised and funded the building of a new accommodation wing at the **Children's Refuge**, allowing them to look after more people for longer. The facilities at the time couldn't cope with the number of children requiring help, and adolescents — especially boys — as young as 13 are being forced to leave and fend for themselves, with nowhere to go, no access to schooling and no opportunities available to get them out of poverty.

A new building allowed Project Peru to expand their shelter to continue caring for and keeping teenagers in education, so they have a better chance of finding new opportunities and breaking the poverty cycle.

And by working with construction workers within the region, this initiative will also benefit the community by creating local jobs for builders, tradespeople, teachers and refuge staff.

In Summer 2022 we sent our fifth group of volunteers to help with the construction of the new wing, in addition to building another soup kitchen in the area.

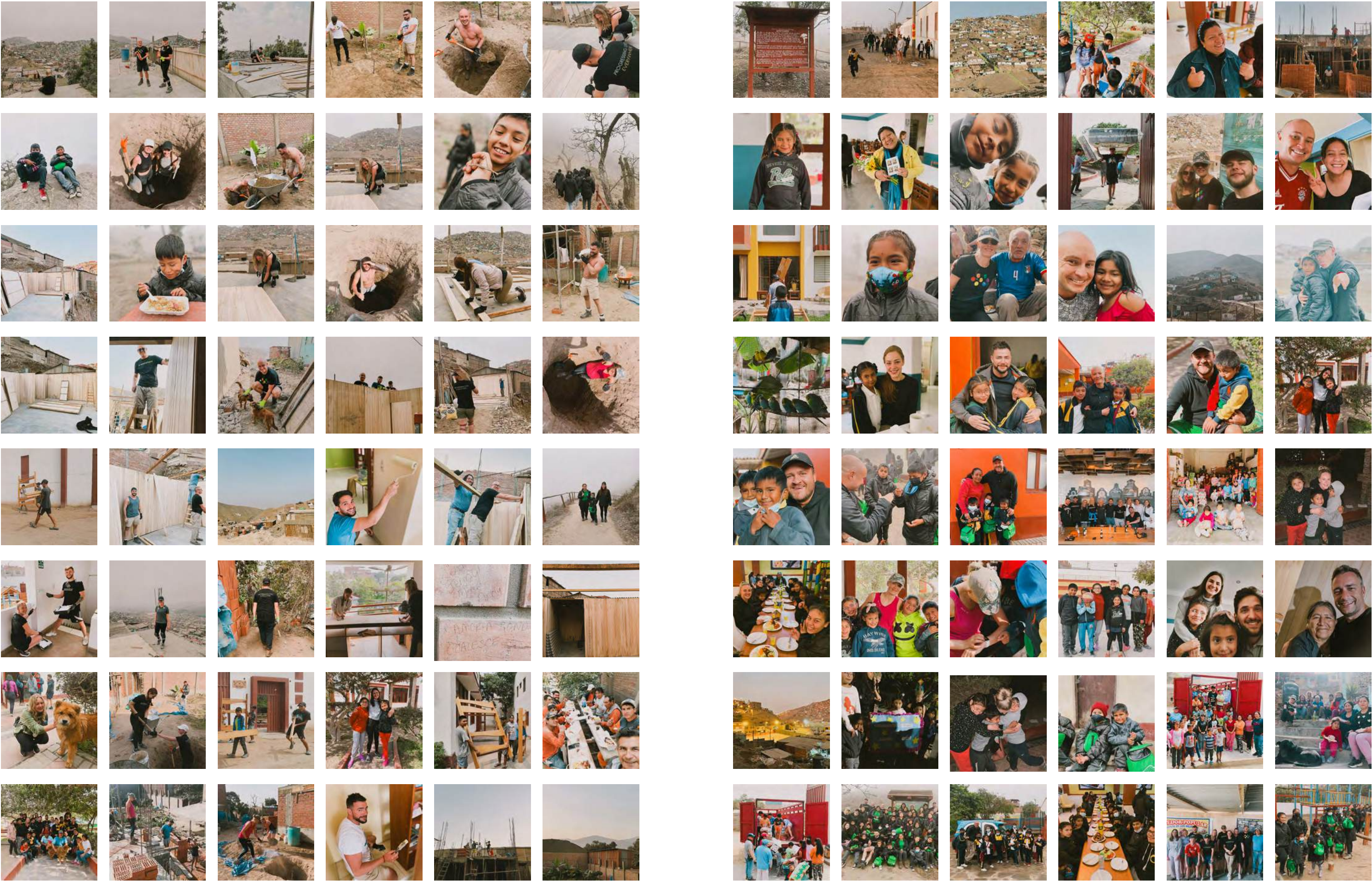
In Summer 2023 several of our previous volunteers made the journey again, this time on a non-company-organised trip, funding themselves and supporting the community off their own back.

We're continuing to support the region in the aftermath of the pandemic. In communities like Las Laderas, where there is no basic infrastructure or medical care, the impact of Covid has been brutal and devastating. Children have been left orphaned and homeless, with few community facilities available to support them. While the spread continues, the demand for help is bigger than ever.

Through the ABCT we deliver hundreds of care packages to the refuge every Christmas, with vital supplies for the children and the wider community.

We're currently planning our next volunteer trip in June 2025.





Progressing Lives In Our Global Communities

Charity partners we've supported in our local communities include:

British Red Cross
Cancer Research UK
EY Foundation
Francis House Children's Hospice
International Committee of the Red Cross (ICRC)
Key4Life
Manchester Pride
Netherlands for Ukraine Foundation
N-Gage
Perry's Pantry Food Bank
Prevention of Cruelty to Children (NSPCC)
Project Peru
Ronald McDonald House
Schumanek Deutschland
Serve the City Netherlands
Stichting for Ukraine Netherlands
The National Society for the
Trafford Domestic Abuse Services
Water for Africa
Willing Hearts Singapore



5 Projects in 5 Years

In 2020 we set out our G.R.O.W.T.H. Strategy, in which the "H" stood for "Help The Community". To do this, we committed to delivering 5 charitable projects over 5 years through the ABCT. And we're proud to say that we have accomplished that goal sooner than planned.

Project One

Our first project took place in July 2020, when Amoria Group employees, with their family and friends, collectively ran, walked, swam, cycled and skated 7,461km – the equivalent of Peru's land border – to raise money for Project Peru's children's refuge. The business donated £1 for every kilometre completed, which raised over £8,000.

£650,000 raised for charitable causes

20+ charitable employee initiatives

Project Two

We paid for the construction of three soup kitchens in Las Laderas, which feed over 600 people from the community every day, in addition to creating jobs and providing a safe space in the area. Our people have also helped with the construction of these soup kitchens during our volunteer trips.

Project Three

The company and our people contributed to fund-raising activities organised by four of our employees who were returning to Las Laderas on their own, non-company-sponsored trip. All had previously been on company volunteer trips and were inspired to return. In addition to travelling and working in the region, where they helped build another soup kitchen, the team raised a total of £10,486.

5 Projects in 5 Years

Project Four

We hold annual end-of-year fundraisers that support local charities. Our fundraising activities, including auctions and a lottery during our AGM, have raised:

- €3,942 for Serve The City, Amsterdam
- €248 for Netherlands for Ukraine Foundation
- €2,280 for Jutta's Suppenküche, Cologne
- £1,400 for Trafford Domestic Abuse Services, UK
- £2,722 for Perry's Food Bank, Manchester
- £375 for Francis House, Manchester
- \$2,681SGD for Willing Hearts School, Singapore
- \$500SGD for Foodbank Singapore
- £13,000 for Project Peru

Project Five

Our 2025 Volunteer trip to Las Laderas is currently being planned. A team of employees will once again be heading over to the region to take part in building work that will improve the lives of people living there. They will be responsible for raising the funds for the trip themselves, with support from the business.



Charitable activities initiated by local CSR committees and employees of Amoria Group

We also encourage our employees to demonstrate these commitments to causes that mean a lot to them, by offering them a fully paid day each year to volunteer at a charity of their choice. In addition, we have local CSR committees who organise action and

fundraising activities. The activity that our people take not only makes a difference to our communities, it inspires others within our business to arrange activities for the causes that mean the most to them. Some of the activity our people have undertaken themselves in recent years includes:

Brave the Shave. In October 2024 our Regional Head of Credit in Manchester, Nichola Grimshaw, volunteered to shave her head to raise over £3,000 for The Christie cancer hospital.

Utrecht Singelloop. Volunteers from our Amsterdam office will be running the Utrecht Singelloop in October 2024 to raise money for The Special Social Club. Each runner will be aiming to raise €200 for the charity before the run.



Dam tot Damloop. Recruitment Consultant Laura Janssen raised money by running 10 miles from Amsterdam to Zaandam in the Netherlands, contributing to the €87,871 total towards childhood cancer research.

3 Peaks Challenge. A team of eight CMC employees from Manchester took on the daunting 3 peaks challenge: conquering the three tallest mountains in England, Scotland and Wales in under 24 hours. In doing so they were able to raise £1,485 for Cancer Research UK.

Beach Clean Up. A team of Manchester volunteers used their annual charity day to spend an afternoon clearing litter off a beach in Southport.

Animal Shelter support. Some volunteers in our Cologne office used their charity day to help out at a local animal shelter.

Charity Bingo. Our Manchester office held a charity bingo night in May, selling tickets to raise £405 for Ronald McDonald House.

APAC School. CMC Consulting Manager Mary Ann Bartolata organised fundraising activities in our Singapore office for a school and a day care centre in the Philippines. \$3,400 was raised for school supplies, clothing and food for the school, which Mary Ann delivered to the children herself.



NN Run Rotterdam. A team of volunteers took part in the NN Rotterdam "Run Against Cancer", raising €1,200 for the charity.

Easter Egg Fundraiser. Our Manchester office raised £200 for Francis House — a local Children's Hospice during their annual Easter Egg sales activity.

Köln Kuchenbackaktion. A bake sale in our Cologne office in March 2024 raised €206 for the Autonomes Frauenhäuser Köln — a local women's shelter.

Christmas Hampers. In December 2023 our Manchester office put together hampers containing essential supplies, food and kids' games to donate to Trafford Domestic Abuse Services.

Prison Employer Workshop. Volunteers from Manchester took part in a "Meet The Employers" workshop at a local prison, carrying out mock interviews with the men in the prison to help them with employability skills.

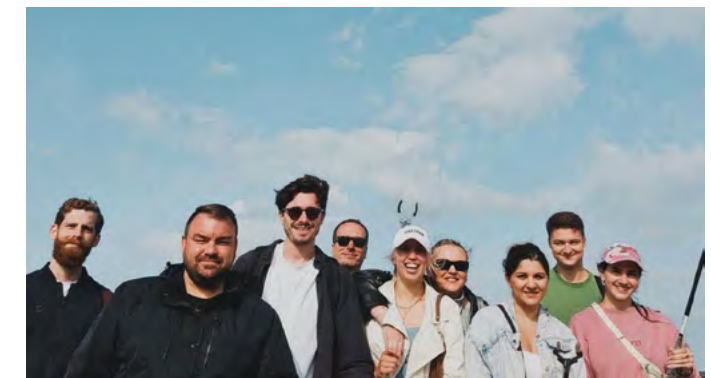
Breast Cancer Awareness. Colleagues from Manchester wore pink and held a bake sale to raise £300 for Cancer Research in aid of Breast Cancer Awareness Day

Refuge Refurbishment. Several volunteers from Manchester used their charity day to redecorate rooms in a refuge for children who have been affected by domestic violence.

Ukraine Appeal. Amoria Bond and individual employees donated to the International Red Cross' Ukraine Humanitarian Crisis appeal, while staff from our Cologne office personally delivered supplies to the Polish border to aid those affected by the war.

Syrian/Turkish Earthquake Appeal. We raised £1,235.93 following the devastating natural disaster in 2023. Our people also organised collections of clothes and other goods for displaced people.

Beach clean-up Zandvoort. A group of employees from our Amsterdam office volunteered their time to clean the coastline of the North Sea.



Employability Workshop. Volunteers from Amoria Bond's Manchester office held a career and interview skills workshop for young people in collaboration with the EY Foundation, discussing job skills and recruitment as a career path.

Cologne Flood Clean-up. Many from our Cologne office volunteered to help clean up efforts around their local region following heavy floods in early 2021. The company and employees also donated to the German Red Cross to help the support effort.

Now	Next milestone	Goal
Exceeded our 2020 target of 5 charitable projects over 5 years	Next employee volunteer trip to Las Laderas (Peru) planned for Summer 2025	All Amoria Group employees use their annual charity day in 2025
More than £160,000 donated to charitable causes in 2024		

Equity, Equality, Diversity & Inclusion



As a leader in staffing and consulting we have a responsibility to deliver a fair, equitable and diverse culture

We don't just focus internally though, we share our EED&I journey and publicise the efforts we put in and the results of our annual surveys, both to hold ourselves accountable and to inspire others to take similar actions.

We also directly improve the prospects of our candidates and consultants by providing EED&I as a service to our clients and partners.

100% of employees believe Amoria Group is committed to equity, diversity and inclusion

2023 Diversity Dimensions Survey

We take ownership in ensuring inclusive culture within our own business, and sharing our progress and best practice solutions to promote equal opportunities across our own industry and those in which we operate.

Having focused internally first to ensure we're a truly diverse and inclusive employer providing equity of opportunity for all employees to progress, we were proud to have that recognised by external experts, having been awarded 'Best ED&I' by APSCo Deutschland 2023, and Global Recruiter 2022.

We work with them to ensure the hiring and consulting process is equitable and free from unconscious bias, and advise them on ways to help improve their own hiring processes. This takes the form of:

- Advising the client on minimising hiring bias throughout the process.
- Providing access to a diverse and global candidate pool.
- Providing candidate profiles written with a focus on skillset and an awareness of common unconscious biases.
- Delivering multi-channel insights with advice on developing an inclusive employer brand.
- EED&I training as a service

Our Core EED&I Commitments

Our award-winning action-led Equity, Diversity & Inclusion (EED&I) strategy is fully aligned with our purpose and PROFES values, and commits us to four guiding goals:

1. To provide a truly diverse and inclusive workplace where all employees enjoy the same equity of opportunity to fulfil their potential and progress their lives and careers.

2. To champion impactful EED&I initiatives that accelerate positive, sustainable change within the recruitment industry.

3. To support and enable clients to achieve their own EED&I ambitions in order to facilitate and drive real change across our specialist sectors: Technology, Advanced Engineering and Energy.

4. To help the Community through Amoria Bond Charitable Trust projects, employee volunteering days and social-mobility initiatives with our non-profit and charity partners.

In addition, by practicing what we preach and ensuring our own hiring process is diverse, and our culture is inclusive, we offer expertise that come from a range of backgrounds and experiences.

Our **Diversity Dimensions** survey is a completely anonymous survey of our 300+ global employees to understand our own performance in this space, and the experiences that our people have when working here. We publish the results as an annual report — which you can find [here](#) — and share access to this freely on our website.

The reason we promote this is because honesty and transparency are essential for getting this right. We don't shy away from the fact that we are not perfect.

Despite our efforts and our commitments, we are still progressing on our EED&I journey and are not yet where we want to be. But by sharing this, by acknowledging our limitations so far, and by speaking truthfully about where we need to make improvements, we can hold ourselves accountable, demonstrate how far we've come and share the tools that we will continue to use to achieve our goals.

We can't say we're perfect and we don't look down on anyone who isn't. We're working with our partners to find the most equitable solutions so that we can progress on this path to a fairer industry together.

Nurturing psychological safety and role-model leadership is essential to embedding an inclusive feedback culture, and we work hard to continuously educate and encourage each other, as well as holding ourselves accountable to the commitments we have made.

Our Diversity Dimensions employee survey is just one of the ways we hold ourselves accountable and has provided invaluable insights, which share openly, including the areas we still need to improve upon.

Since we publicly committed to prioritising EED&I as a strategic priority in 2020 when we became founding member signatories of the Diversity Charter, we have also invested significantly in our Employee Mental Health and Wellbeing, recognising its importance in cultivating a sense of belonging and inclusion that are so vital to sustained performance and progression.

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Our EED&I Initiatives

Progressing in our EED&I journey and achieving our goals is not something that happens over night. There are several programmes and initiatives that we have to undertake, develop and maintain over a long period to see progressive, meaningful change happen.

Some of these can come from partnering with external programmes who advise, educate and promote inclusion. While others are internal initiatives that we develop. Where possible we drive employee-led programmes, ensuring we're introducing meaningful initiatives that come from the people who are most impacted by them. EED&I practices uphold the ideal that the differences between us bring fresh ideas from a range of perspectives, and this is what we want to embrace through bottom-up actions.

We have several internal policies and initiatives to help us achieve our goals.

97% employees experience an inclusive work environment

2023 Diversity Dimensions Survey

Engagement and Feedback Surveys

The reports referenced above are generated through fully anonymous surveys that we encourage all of our global employees to take part in. In addition to learning more about the diversity within our business, and understanding the opinions of our people on their experiences within the business, these surveys include open questions where people can share their own honest comments and suggestions for improvement.

The platforms we use allow us to follow up on those comments for clarity or further ideas, without sacrificing anonymity, so no-one has to feel under any pressure to answer a certain way. All these comments are shared with our exec board so that action can be taken to address them.



ASCEND

ASCEND is designed to attract, retain and progress more women across Amoria Group regardless of seniority, tenure or role. Now a global programme, ASCEND offers a range of events both locally and group-wide; training, coaching and 121 mentoring; as well as hosting guest speakers, panel events and even external industry events.

Inclusion Advocates

Our Inclusion Advocates are passionate colleagues from across the Group committed to ensuring we provide a truly inclusive working environment for all employees, regardless of our backgrounds or differences. The team help shape our EED&I strategy and Inclusion Calendar of local and company-wide events.

Local Office Committees

Our local office Culture Committees enable employees to shape and influence their local office culture and working environment, organise inclusive social and team-sports events, CSR initiatives and much more. They're employee-led committees and anyone is able to join, regardless of tenure, giving us a range of viewpoints and ideas from the people who this means the most to across the business.

Mental Health & Wellbeing

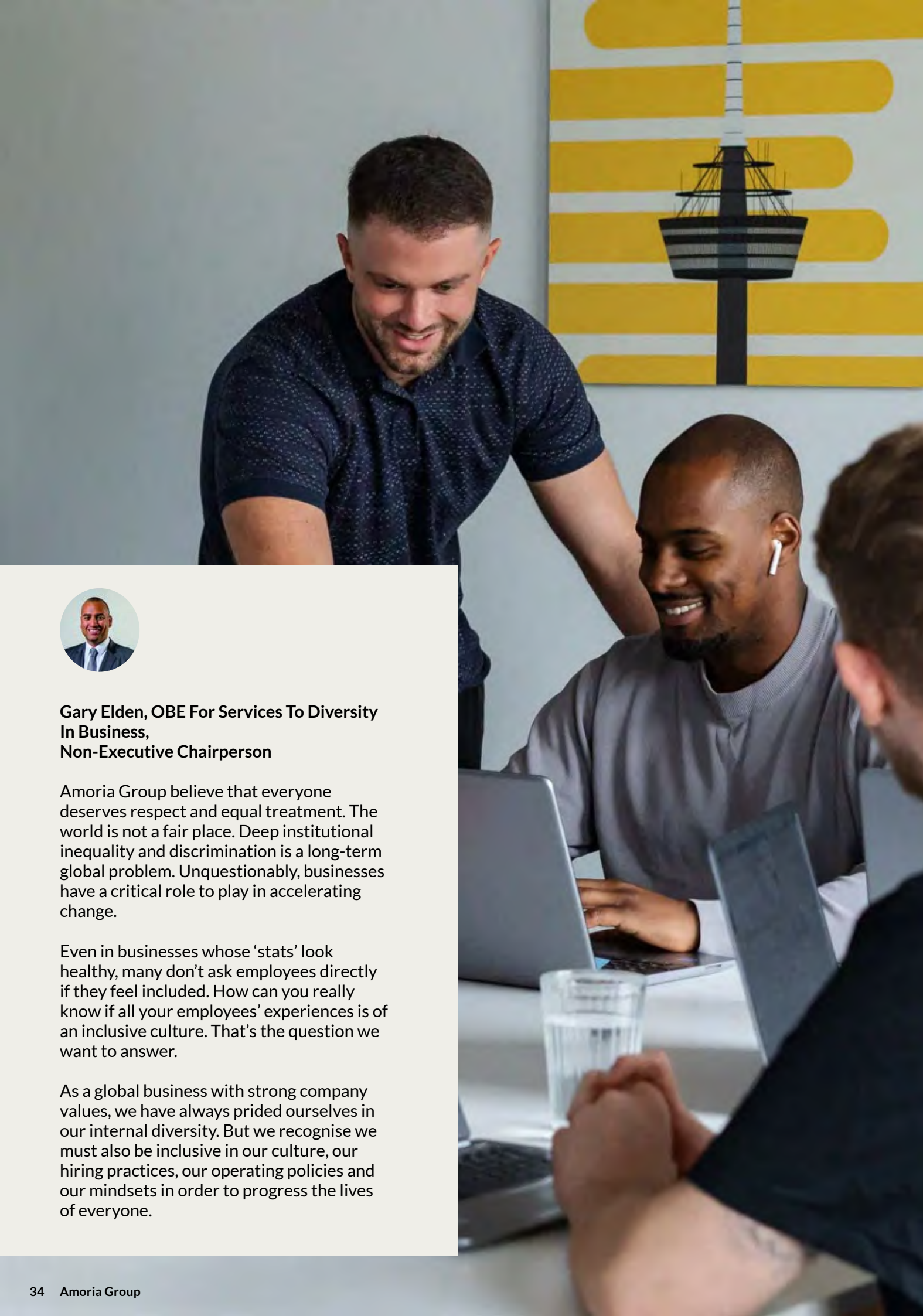
Our Mental Health & Wellbeing LMS zone provides a range of mental-health & wellbeing resources to support employees 24/7. We also host financial wellbeing webinars and monthly wellbeing workshops led by external experts.

Mental Health First Aiders

We've invested in Mental Health First Aid training for our people so that we can provide immediate support in this area within each of our offices to anyone struggling or requiring help.

Prayer Rooms & Religious Holiday Swaps

Employees can swap two religious national holidays for days with significant meaning to their own personal faith or religion. We also provide multi-faith prayer and meditation rooms.



Gary Elden, OBE For Services To Diversity In Business, Non-Executive Chairperson

Amoria Group believe that everyone deserves respect and equal treatment. The world is not a fair place. Deep institutional inequality and discrimination is a long-term global problem. Unquestionably, businesses have a critical role to play in accelerating change.

Even in businesses whose 'stats' look healthy, many don't ask employees directly if they feel included. How can you really know if all your employees' experiences is of an inclusive culture. That's the question we want to answer.

As a global business with strong company values, we have always prided ourselves in our internal diversity. But we recognise we must also be inclusive in our culture, our hiring practices, our operating policies and our mindsets in order to progress the lives of everyone.



Our Inclusive Policies

Our company policies set out the rules that we expect all employees to follow as part of building an inclusive and positive workplace culture.

In 2024 we have undertaken a full review of our policies, introducing several new ones with a focus on ED&I, and refreshing our older ones with enhanced benefits for a more inclusive employee experience.

Family-Forming Policies

There are many different ways to build a family, so our family forming policy includes our commitments regarding maternity, paternity, adoption, fertility treatment, pre-adoption fostering or surrogacy.

We reviewed these to go above and beyond the local legal requirements, in recognition of the importance of supporting our people's personal lives as well as professional lives, and to create an inclusive working environment that supports all employees who are welcoming children — before, during and after.

Whilst for many this is often one of the most exciting times in life, we recognise the challenges and difficulties that some people may face, so we designed this policy to be clear and transparent as far as is reasonable, including in the tragic event of miscarriage or infant bereavement.

We have rolled out local versions of this policy with key benefits. In the UK, we've **enhanced our maternity pay** to go beyond the statutory requirements. We now offer 100% of average weekly earnings for the first 6 weeks; 100% of contracted pay until week 16; 50% of contracted pay from weeks 17-26; and SMP for the following 26 weeks.

We've also **enhanced paternity pay** to offer 100% of contracted pay for up to two weeks, with a further two weeks paternity leave at 50% which can be taken at any time in the first 12 months after the baby is born.

In Germany, beyond statutory requirements we allow people to continue to accrue annual leave while they are on maternity pay.

Within the Netherlands branch we are currently reviewing our enhanced family forming policy to be rolled out towards the end of 2024.

Neuroinclusion Policy

To create a supportive, inclusive and flexible working environment we introduced our neuroinclusion policy. This introduced commitments to understanding and supporting any employees who are neurodivergent, while recognising the significant benefits that can be brought by those who are — including giving different perspectives and ideas.

The policy commits all our people to treat all colleagues with respect and sensitivity at all times, and to understand what makes someone neurodivergent and adapt to different ways to effectively work with them.

The policy sets out various ways in which managers should work and educate their teams in order to provide an effective and supportive environment. And sets out our commitments as a company to:

- Raise awareness of neurodiversity in the workplace and work to eliminate barriers or prejudice that neurodivergent employees may face.
- Actively seek out feedback on our policies and processes and work with our employees to continue to develop our policies and support in this area.
- Support in providing reasonable adjustments, including supportive technology and equipment where needed.
- Ensure that all UK employees who identify as neurodivergent are informed of the Access to Work scheme and are supported to access this.

The policy also includes a Neurodiversity Support Plan that employees and managers can use and review to help them understand the best ways to work with each other.

Equity, Equality, Diversity and Inclusion Policy

Our updated Equity, Equality, Diversity and Inclusion policy expands on our commitment to eliminating unlawful discrimination and building an inclusive workforce that represents all sections of society found within our global locations and in those of our clients and candidates.

Our policy is not only to create a more equitable, diverse and inclusive culture for our own employees, but to set guidelines for our people to follow to incorporate ED&I best practices within the services we provide to clients, partners, candidates and consultants.

95% of employees feel that Amoria Group effectively challenges and addresses discrimination

2023 Diversity Dimensions Survey

Respectful Workplace Policy

This policy sets out the principles that Amoria Bond upholds and particularly relates to the information laid out in the Equity, Equality, Diversity and Inclusion policy. It also addresses the steps that the company will take to preventively address disrespect, bullying, harassment and sexual harassment in the workplace.

It sets expectations for our managers and leadership team so there is no confusion about the actions that should be taken in response to any issues relating to this or any other policies. It enforces our commitments:

- To create an inclusive working environment free of bullying, harassment, victimization and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees are recognised and valued.
- To take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Mental Health and Wellbeing Policy

The mental health and wellbeing of all our employees is important to the business and we recognise that work can have an impact. Our goal is to promote the benefits that a positive work environment can have on mental health and wellbeing, by creating a workplace and culture that embodies our PROFES values to support and happy and healthy work life for all our employees.

This policy sets out the various services we have in place to assist colleagues who may be suffering from stress or poor mental health, including the resources available through our LMS or book club benefit. And it sets out advice for managers on the best ways to support and encourage people on their teams who are struggling.

Menopause Support Policy

A lack of policy or procedures that take into menopause into consideration is a failing point of many businesses in creating an inclusive and supportive working environment for all. Research indicates that 60% of women experience negative impacts at work, with almost 1 in 10 resigning.

We introduced our menopause policy to support employees who are experiencing or affected by menopausal symptoms, reduce the stigma and discomfort associated with talking about the menopause at work, and offer guidance to colleagues and managers in understanding how they can best support employees experiencing these symptoms.

This policy sets out the internal and external resources and support that we can offer, and reiterate our other relevant policies including sick leave, flexible working, occupational health and mental health first aiders. It also outlines guidance for managers to educate them and ensure they are comfortable discussing it with their team.

Personal Development Allowance Policy

We continually invest in the personal and professional development of our employees, including encouraging them to embrace and cultivate a growth mindset and be proactive in taking ownership for their own development and career progression. To that end we offer our people an annual Personal Development Allowance (PDA), to be used for coaching, training or personal development interventions.

The PDA can be used for technical skills, managerial skills, soft skills and professional certifications that can directly support someone within their role and help them gain the skills they need to progress. But it can also help indirectly, being available to use on courses or coaching with mental health and wellbeing, disability support and awareness, menopause support and awareness, neurodiversity support and awareness, or EED&I related training and skills development.

Employees can claim up to £500 (or local currency equivalent) for personal development in any of these fields every twelve months.



Environmental Policy

This sets out our Group responsibility to the environment beyond legal and regulatory requirements. It states that we are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy. The policy includes our aims to:

- Comply with all relevant regulatory requirements
- Monitor and improve environmental performance
- Improve and reduce environmental impacts
- Consider environmental factors in business decisions
- Increase employee awareness

This includes taking steps to reduce our usage of paper, energy and water. To limit energy consumption where possible. To consider the efficiency and impact of office supplies and transportation, and seek alternatives where possible.

EED&I Coaching and Development

Our dedicated EED&I learner zone on our online Learning Management System offer employees a range of multi-language curated playlists. This is complemented by a blend of mandatory training modules, guest speakers and office-based coaching. Employees involved in internal hiring receive training on inclusive hiring, identifying bias, equal opportunities and best practice.

Our External EED&I Partners

Over the years we've partnered with a number of external organisations that drive EED&I initiatives to develop cross-industry change. By working with these we can be part of the wider community within recruitment, consulting and STEM, ensuring that we contribute to the conversation and learn from the experts out there.

We are active signatories of the **Charta De Vielfalt**, a German-based diversity charter that promotes the recognition appreciation and inclusion of diversity in the working world. The Charta represents 5,900 organisations and 14,7 million employees across Germany.

Their aim is to create a prejudice-free working environment and to ensure that all employees — regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social background — are valued.



Supporting Gender Equality



Gender Equality is one of the UN Global Compact's Sustainable Development Goals, and something we've been targeting as an area for improvement within our own industry for many years

43% female employees at Amoria Group

49% of all promotions last year were women

2023 Gender Pay Report

Despite the progress made in business globally, there is still a disparity in the pay, opportunities and leadership representation that can only be addressed by committing to long-term, meaningful action.

Our own progress in this area is tracked through our gender pay reports and includes commitments that we have laid out in our company policies — many of which have been updated in 2024. And one major initiative that was launched in 2020 to progress women in our industry is the ASCEND initiative

ASCEND Initiative

ASCEND is our programme to attract, retain and progress more women in Amoria Group and the wider staffing and consulting industries, regardless of seniority, tenure or role.

The ASCEND programme includes regular events and support offered across all of our global offices, including training, coaching and 121 mentoring from women in all areas of our business.

It also includes a series of regular events for the women in Amoria Group, from local social and fund-raising activities for women’s charities, to hosting guest speakers and panel sessions for everyone in our business.



ASCEND has grown beyond our own business, to a programme that educates and promotes the roles of women across the sector.

In 2024 we launched “ASCEND In Action” a spinoff mini-series of our recruitment-industry focused podcast, [“Progressing Recruiters Lives Everywhere”](#). Over nine episodes, women and men from across the business discussed several key topics that impact women at work, from the power of personal branding to overcoming imposter syndrome to balancing work and home life.



The podcast ended with a roundtable featuring several senior women in our business discussing their own journeys and ways we can elevate women’s success.

Public initiatives like the podcast and live webinars we’ve held in previous years ensure that we expand the remit of ASCEND beyond our own business and provide inspiration, advice and inclusion for women across the global staffing and consulting industries.

We want the insights and support that we provide to our own people to become recognised and embraced by other businesses, helping us achieve our goal of gender parity.

Ensuring Equal Pay

In addition to our ED&I report, we also publish a Gender Pay report which looks closely at the differences experienced by people of different genders who work within the business.

In line with our commitment to transparency, this summed up the progress we’ve made in this important area and the steps we still have ahead of us.

Results of our 2024 [Gender Pay report](#) indicate we have made good progress in salaried pay parity and the proportion of men and women being awarded bonuses and commissions. The significant difference of 50% in average bonus and commissions earned by men and women reflected in the report is indicative of our current gender mix in our Sales Divisions with women under-represented in senior management and leadership Sales roles. Encouragingly, this difference disappears at a peer-level and so in like-for-like roles there is parity between men and women’s bonus and commissions.

To encourage transparency and accountability our Gender Pay Report is published annually



As part of our commitment to building a diverse and inclusive workplace, we are focused on ensuring equal opportunities for career progression, particularly for our female colleagues.

As a part of Gender Pay reporting, we closely monitor promotion rates, particularly at a senior sales and leadership levels, to address any underrepresentation of women in senior management roles. This ongoing analysis helps us track the advancement of women into leadership positions and evaluate the effectiveness of our initiatives at the executive level.

Gender Pay Parity and Progression is an important area of focus for us as a business, and we expect to see ongoing progress aligned with our continuously improving gender balance in new starters, promotions and leavers, which will see more women progressing into senior and leadership roles.

Based on our current Gender Pay Gap trajectory, we are aiming to achieve full pay parity by 2030.

50% of senior sales and management promotions were women

45% Amoria Group senior leadership promotions were women

2023 Gender Pay Report

Corporate Responsibility

Part of the UN Global Compact involves reducing inequalities; promoting peace, justice and strong institutions; and providing decent work and economic growth.

As a business that works on a global basis in staffing and consulting, it's our responsibility to lead in these areas, ensuring we provide an ethical and just operation both within our own workplaces and through the services we deliver.

We already have our own purpose, vision and values which lay out the principles that are important to us as a business, and our Best Service Charters which reflect our promises to our clients, candidates, consultants and communities. But it's also important we uphold the principles of the UN Global Compact.

These ten principles are focused around meeting fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

We uphold the ten principles set out by the UN Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour;

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We have expanded and enhanced our ethics and human rights policies in view of the UN Global Compact Recommendations, and plan on further updating these in the coming months. These policies include:



Modern Slavery and Human Trafficking Policy

We set out in our policy Amoria Group's view that we responsibilities to recognise and eliminate the risks that modern slavery and trafficking pose to our business, our clients and our supply chain.

We list our **commitments to ethical standards**, including:

- Compliance with all laws
- Exploitative child labour is eliminated
- Employment is freely chosen
- No discrimination is practiced
- Freedom of association
- Working conditions are health and safe
- Living wages are paid
- Working hours must not be excessive
- Regular employment entitlements
- Respect for the individual

Our policy in this area expands beyond our own practices and covers employees, temporary contractors/consultants and any companies that we operate with on a subcontract / third party basis.

Ethical policies

We require our people and suppliers to operate in line with our code of ethics and to promote the same high standards in our supply chains. We set this out in line with the UN Universal Declaration of Human Rights and the International Labour Organisation Conventions.

Our **ethical standards** state:

- We work to the highest standards of professional competence and integrity.
- We operate procedures which are fair and equitable to all parties.
- We aim to protect Amoria Bond people from exposure to, or the appearance of, participation in collusive or unethical practise.

- We recognise the legitimate interests of all parties and operate our procedures in good faith.

- We do not accept or give gifts, hospitality or entertainment which might affect, or which are intended to affect, business judgement. This prohibition applies equally to cash gratuities, goods and services, in kind or at preferential rates.

- Amoria Bond people do not accept gifts, hospitality or entertainment outside the scope of their employment which might affect, or which is intended to affect, their judgement on a matter that is within the scope of their employment. This prohibition applies to cash gratuities, personal discounts, gift vouchers, loans, favourable terms on any product or service intended for personal use, share options, to name just a few.

- We only accept hospitality offered in a business context, and this must be offered on a reciprocal basis.

- We do not seek to influence business decisions by offering gifts, hospitality or entertainment or by any other inappropriate means.

- We are committed to complying with all anti-bribery and anti-corruption laws applicable to our business, including the English Bribery Act 2010 and the US Foreign Corrupt Practices Act.

- We respect the confidentiality of our Clients' and Candidates' information and we expect our suppliers to keep confidential all aspects of our relationship.

We also state our **commitments against corrupt practices**, expecting that third parties or their organisations:

- Work and will, in all dealings with Amoria Group, work to the highest standards of professional competence and integrity;

- Operate in a fair and equitable manner;

- Aim to protect their people from exposure to, or the appearance of, participation in collusive or unethical practise;

- Recognise the legitimate interests of all parties and, in all dealings with Amoria Group, act in good faith;

- Do not accept or give gifts, hospitality or entertainment which might affect, or which are intended to affect, business judgement. This prohibition applies equally to cash gratuities, goods and services, in kind or at preferential rates;

- Shall procure that their people do not accept gifts, hospitality or entertainment outside the scope of their employment which might affect, or which is intended to affect, their judgement on a matter that is within the scope of their employment. This prohibition applies to cash gratuities, personal discounts, gift vouchers, loans, favourable terms on any product or service intended for personal use, share options, to name just a few.

- Will only accept hospitality offered in a business context, and only if offered on a reciprocal basis;

- Do not seek to influence business decisions by offering gifts, hospitality or entertainment or by any other inappropriate means;

- Do not and will not offer or give any Amoria Group person any personal gift, hospitality or entertainment which might affect, or which is intended to affect, the business judgement of that Amoria Group person. This prohibition applies to cash gratuities, personal discounts, gift vouchers, loans, favourable terms on any product or service intended for personal use, share options, to name just a few;

- Are committed to complying with all anti-bribery and anti-corruption laws applicable to their business, including, where relevant, the English Bribery Act 2010 and the US Foreign Corrupt Practices Act; and

- Respect the confidentiality of our information and keep confidential all aspects of our relationship.

Our policies uphold our ethical beliefs and ensure we operate at all times within the law. We will continue to review these policies to best uphold the principles and the SDGs of the UN Global Compact.



Progress Lives Everywhere With Us

Our websites

Amoria Group
www.amoriagroup.com

Amoria Bond
www.amoriabond.com

Coalesce Management Consulting
www.expertisedelivered.com

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