

ED&I Report 2023

Amoria Group UK



AMORIA GROUP
PROGRESSING LIVES EVERYWHERE

Our Approach to ED&I

Our purpose, Progressing Lives Everywhere, is a commitment to advancing the lives of our people, candidates, clients, and wider global community. At its core is our fundamental belief that everyone deserves respect and equity of opportunity to thrive and develop. Our award-winning action-led ED&I (Equity, Diversity & Inclusion) strategy is fully aligned with our purpose and PROFES values, and commits us to 4 guiding goals:

- 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.
- To champion impactful ED&I initiatives that accelerate positive, sustainable change within the recruitment industry.
- To support and enable clients to achieve their own ED&I ambitions in order to facilitate and drive real change across our specialist sectors: Technology, Advanced Engineering and Energy.
- To 'Help the Community' through our ABCT Charitable Trust projects, employee volunteering days and social-mobility initiatives with our non-profit and charity partners.

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 2023 Diversity Dimensions employee survey is just one of the ways we hold ourselves accountable and has provided invaluable insights, which we have shared openly in this report, including the areas we still need to improve upon.

Since we publicly committed to prioritising ED&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.

We are far from perfect, but we are on the right track heading in the right direction and committed to collaborating, sharing insights and lessons learnt. I hope our transparency will encourage others, prompt honest conversations and promote sharing of best practice to accelerate change. Cultivating a diverse, inclusive, and equitable working environment is an ongoing journey, and I am genuinely proud to be part of a business that is as committed as Amoria Group.

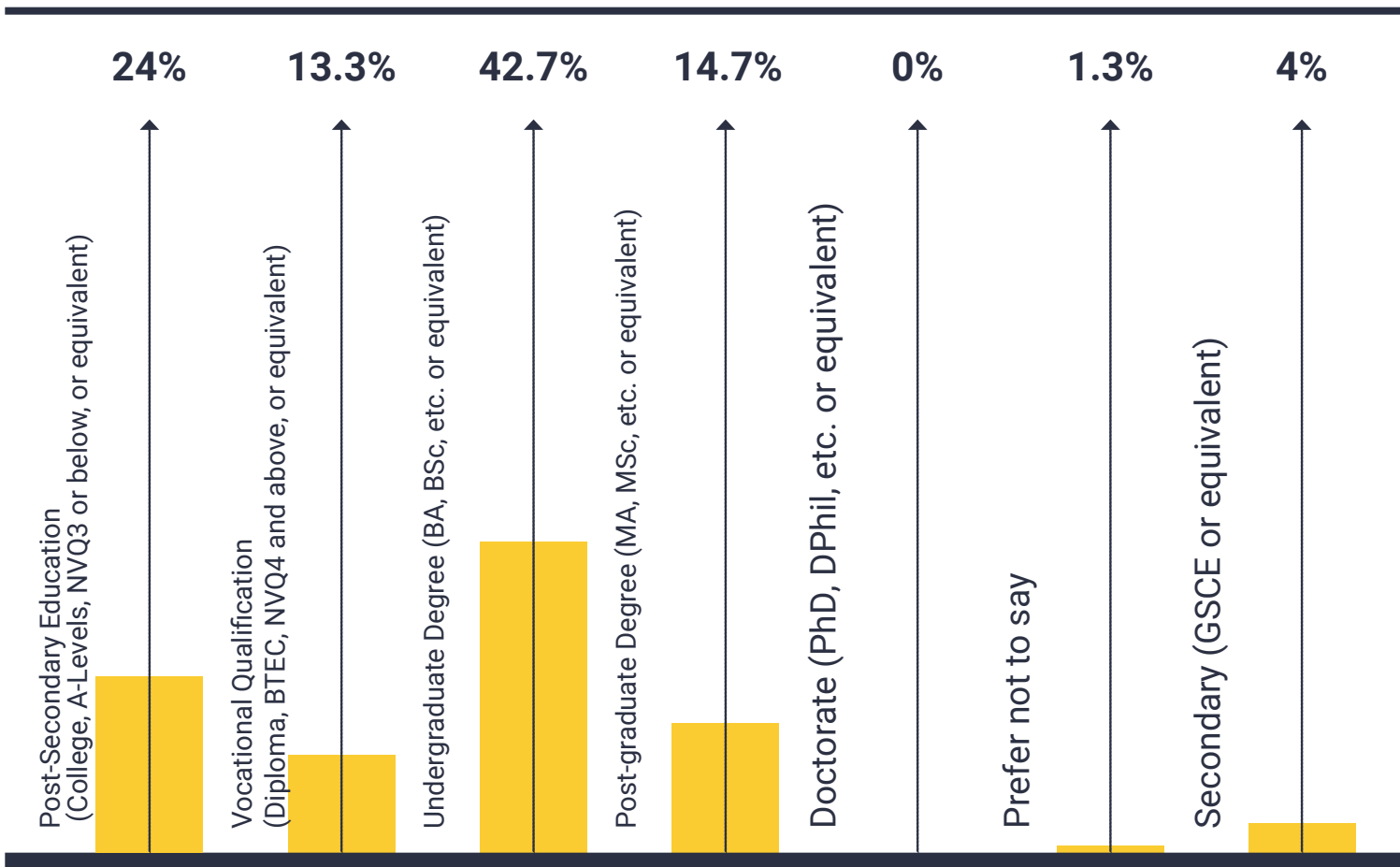
Warmly,

Natasha Crump
Chief People and ESG Officer

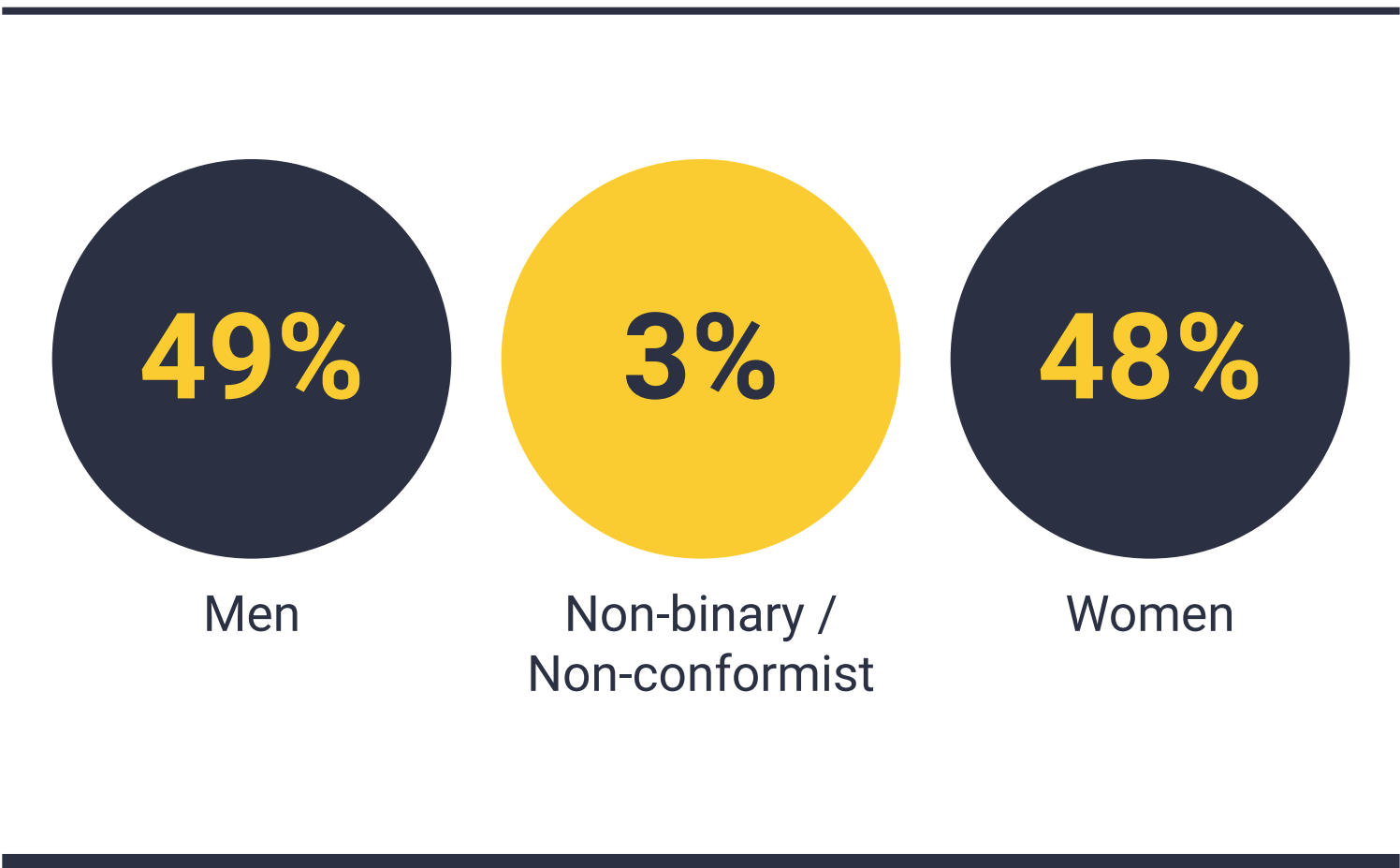


2023 UK Diversity Dimensions Survey

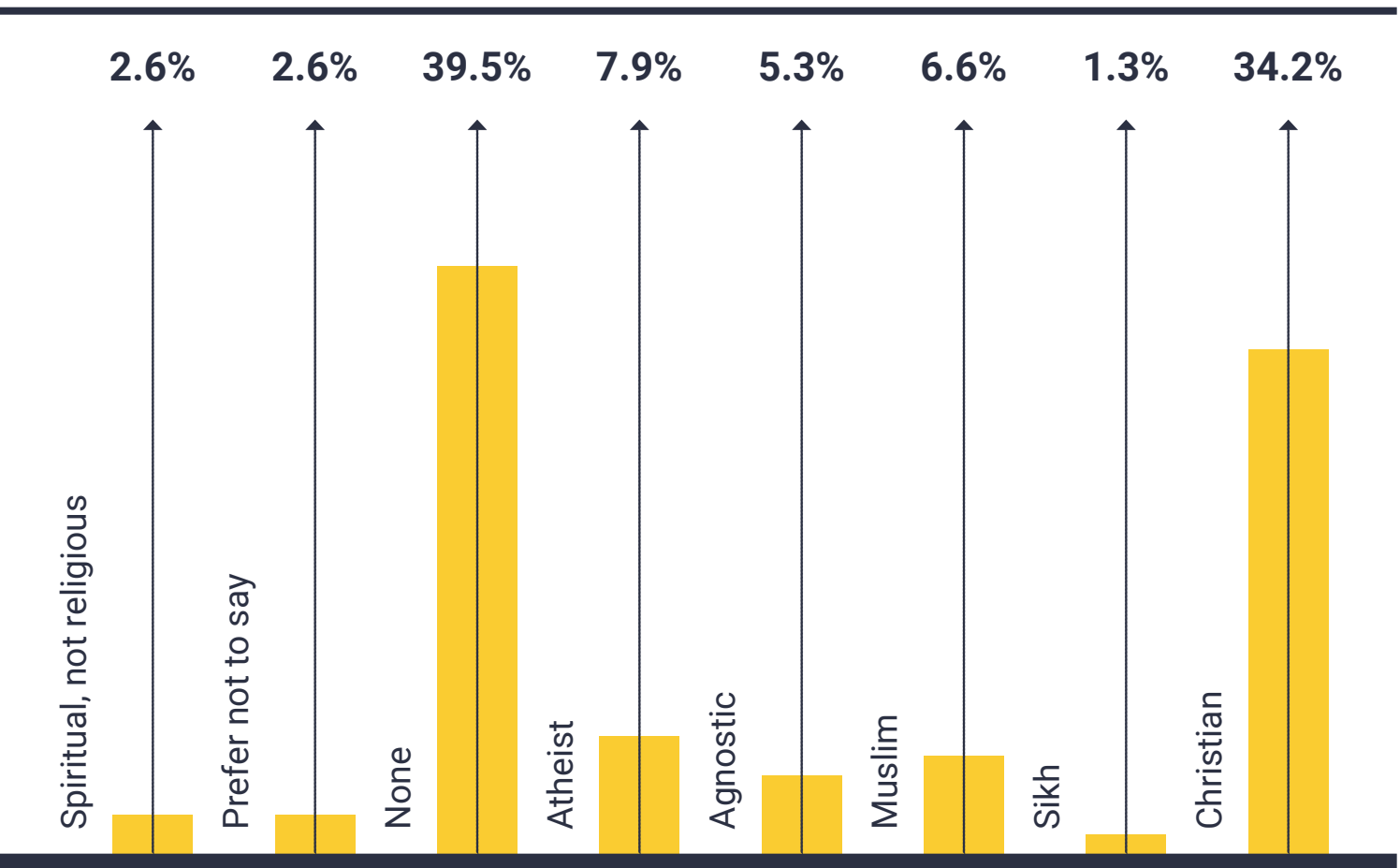
FURTHEST LEVEL OF EDUCATION COMPLETED



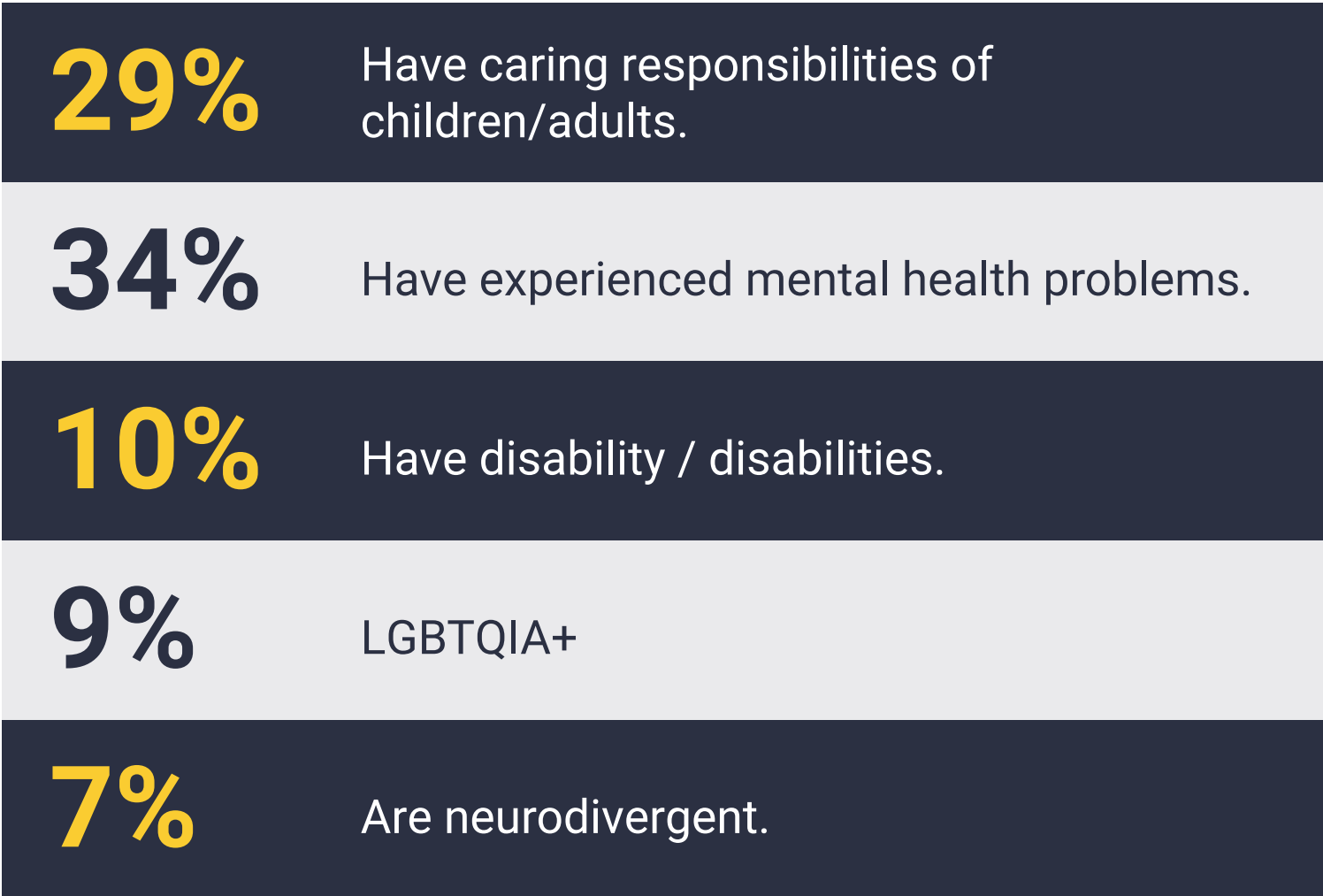
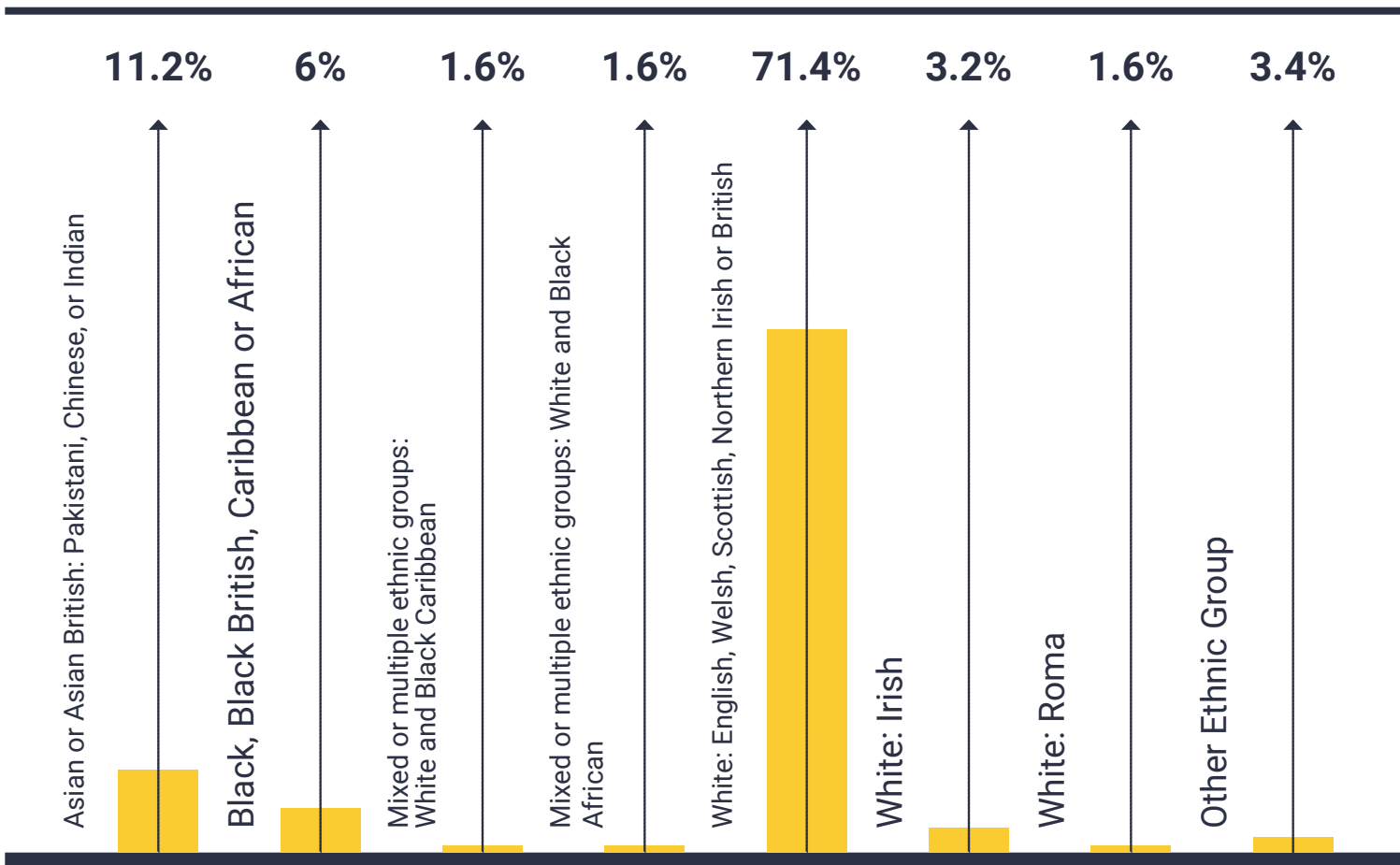
GENDER IDENTITY



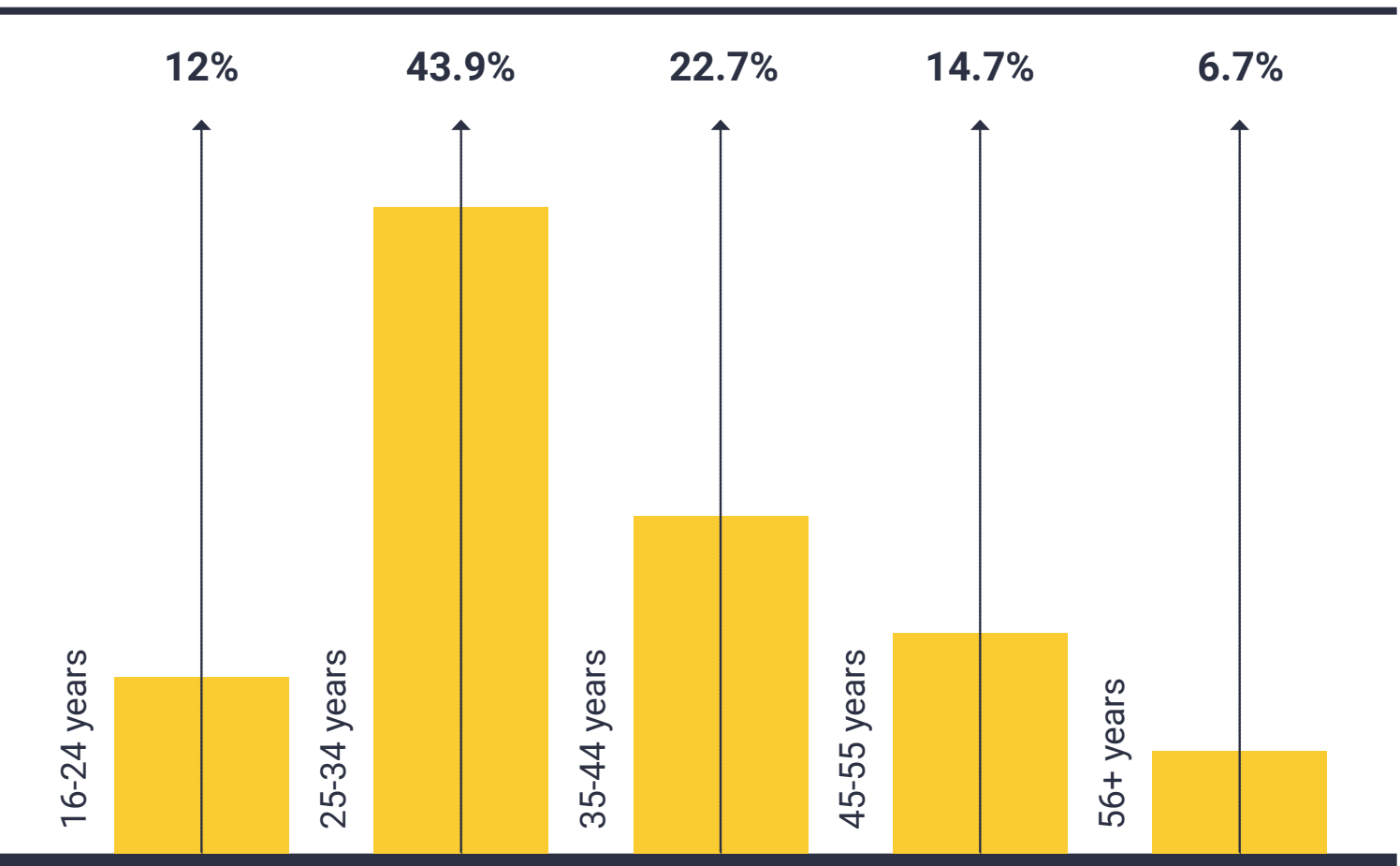
RELIGION, FAITH OR BELIEF



ETHNIC GROUP OR BACKGROUND



AGE



Source: 2023 Diversity Dimensions Survey – Amoria Group UK Employees (90% participation)

2023 UK Diversity Dimensions Survey: Employee Experience

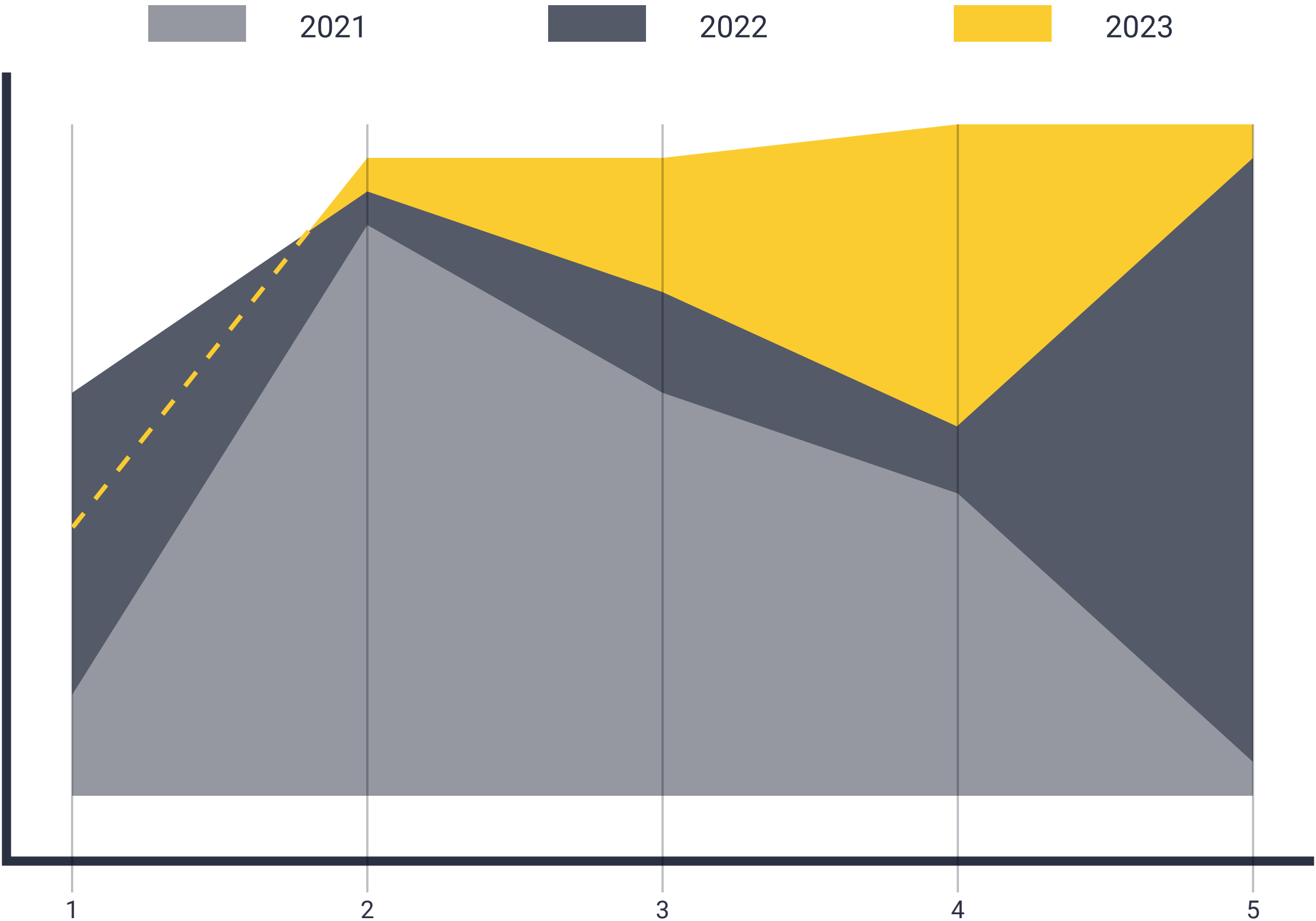
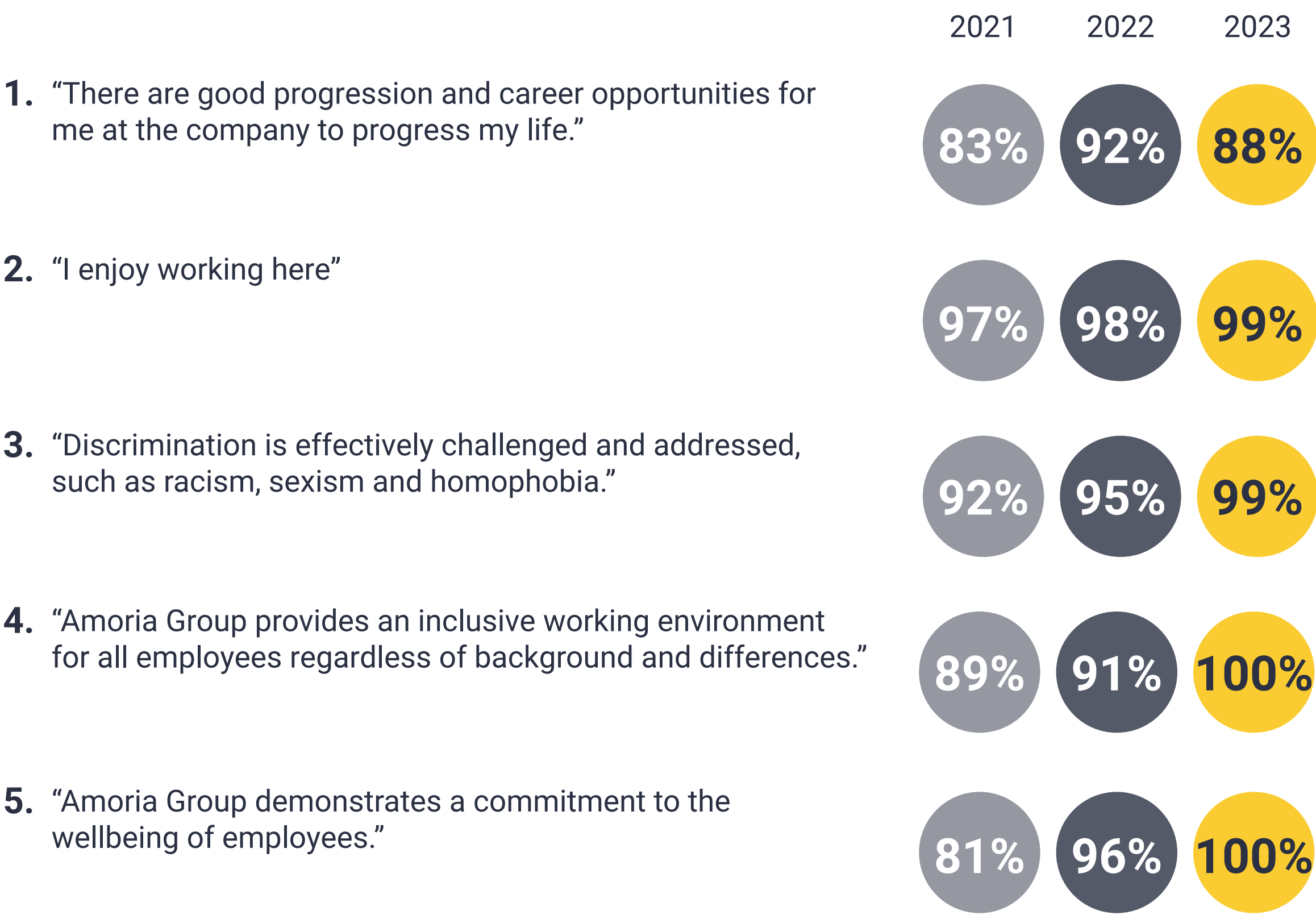


Source: 2023 Diversity Dimensions Survey – Amoria Group UK Employees (90% participation)

2023 UK Diversity Dimensions Survey: Trends

Whilst our 2023 Diversity Dimensions Survey results confirm our UK workforce is more diverse than ever and our employees’ experience of working here has improved and become increasingly more inclusive and equitable, we are not yet where we want to be.

Our goal is 100% positive agreement across all employee experience inclusion measures, and we will continue to engage and collaborate with our teams to identify and implement the necessary actions and changes to achieve this.



Source: 2023 Diversity Dimensions Survey – Amoria Group UK Employees (90% participation)

2023 UK Diversity Dimensions Survey: Employee Experience







Employee empowerment and engagement are essential to ensuring our working environment and culture are aligned with the preferences and priorities of our people. Since launching our local office committees, the proliferation of employee-led ideas and initiatives has been the most effective driver of positive change across our business – discover more about this on the next page.

In our 2023 Diversity Dimensions Survey, we asked employees to share their ideas on what we could do to improve ED&I inside Amoria Group. In response to their suggestions, since conducting the survey we have taken a number of actions including reinforcing our zero-tolerance position on discrimination and harassment, updating internal policies, and introducing additional confidential feedback channels.

We have also increased the regularity of our local ASCEND sessions to provide more opportunities for women to network with each other and have engaged an external Wellbeing Coach who delivers regular on-site sessions in collaboration with our newly formed Fitness and Wellbeing Committee.

In addition, we have committed to rolling out Empowered Bystander Training across our teams before the end of the year and providing suitable Wudu facilities to enable our Muslim colleagues to observe prayer preparations.

We will continue to encourage and facilitate employee-led ideas and initiatives as we strive to fulfil our commitment 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.

In your opinion, what is one thing that would improve ED&I in Amoria Group?	
	"More senior female role models."
	"More mandatory training for employees on creating an inclusive environment."
	"Colleagues being more considerate of 'banter' in the office."
	"Educate each other on our different views and backgrounds to bring a better understanding."
	"Focus and target BAME / minority ethnic groups or backgrounds in hiring"
	"Provide Wudu facilities during Ramadan"

Source: 2023 Diversity Dimensions Survey – Amoria Group UK Employees (90% participation)

ED&I in Action Inside Amoria Group

Local office committees

Our local committees allow our people to shape and influence our culture through events, initiatives and education opportunities. In our Manchester HQ we have five committees open to everyone: Diversity & Inclusion, Fitness & Wellbeing, Performance & Incentives, CSR and Social.

Family@Amoria

Family Fit accredited, we aim to ensure working parents and carers feel welcome and included. We offer a range of family-friendly policies and inclusive initiatives, from Family Fun days to our popular school holiday competitions.

ASCEND

ASCEND is designed to attract, retain and progress more women across the 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, 1-to-1 mentoring, guest speakers, panel events and even external industry events.

Programme 1

We are founding members of Programme One, a collaborative initiative aiming to remove barriers to black talent in our industry and help attract, retain and progress more black recruiters. The programme commits us to four key action-oriented objectives including employee mentoring and company-wide training.

Lean In circles

Hosted by colleagues across the business, Lean In circles are a great way for female employees across our office to meet up, discuss their goals and challenges, support each other and share best practice.

Inclusion advocates

Our 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 helps shape our ED&I strategy and Inclusion Calendar of local and company-wide events.

Prayer rooms and 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.

Let's Talk

Currently led by our Manchester ED&I Committee, Let's Talk offers employees a safe environment to discuss topics and issues that matter to them. These have included living with cancer, disability in work, race and gender.

Mental health and wellbeing

Our Mental Health and Wellbeing LMS zone provides a range of resources to support employees 24/7. We also host financial wellbeing webinars and monthly wellbeing workshops led by external experts, and Mental Health First-Aiders are on-hand across our offices.

Inclusive family-forming policies and benefits

Our inclusive family forming policy offers enhanced benefits and includes maternity, paternity, adoption, fertility treatment, pre-adoption, fostering or surrogacy, miscarriage and infant bereavement. We offer expert 1-to-1 coaching for new mothers returning to work to make the transition as easy as possible for new parents, as well as suitable rest facilities for nursing mothers.

Equal pay review

People of all genders have the right to be paid and rewarded equally for doing the same work. That's why we conduct voluntary equal pay reviews. A true meritocracy, we're proud of our proven track record of equal pay.

Coaching and development

Our dedicated ED&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.

Partnering with Purpose: Accelerating Change in Technology, Advanced Engineering and Energy

Clients and candidates increasingly want to work with a partner with strong ED&I credentials. 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 win Global Recruiter's Best ED&I Strategy Award in 2022.

Based on our proven ED&I blueprint, we are able to support clients in achieving their ED&I ambitions by helping them:

- Identify and remove bias from hiring and selection processes
- Develop employer branding to attract under-represented talent
- Access hidden talent and diverse candidate-pools
- Enhance onboarding processes to provide a better candidate experience and retention
- Align employer value proposition with ED&I goals
- Train their people with our multi-language modules on our white-label LMS offering

We regularly publish insights on a range of ED&I topics for clients and candidates, and host panel events and expert-led webinars and podcasts to share knowledge and best practise as we strive to accelerate positive, sustainable change across our specialist STEM sectors.



Explore our collection of ED&I insights



Partner with us to achieve your ED&I goals

Our Awards, Accolades and Affiliations

TIARA

We are proud to have been shortlisted for the 2023 “Best Company To Work For” award for the fourth year in a row, having been Highly Commended in the category in 2022 and winners in 2021 and 2020.

Leading Employers

We have been recognised for two years running (2022 and 2023) as one of the UK’s top 1% of employers in a meta-study of businesses and their approach to ED&I, CSR, Family Flexibility, Wellbeing and more.



REC Awards

Our work in Peru with the ABCT and commitment to Helping The Community through meaningful action was recognised by the REC who awarded us “Community Impact Of The Year” in 2022.

Programme One

We’re proud to be one of eight founding members of Programme One, an initiative to work together across recruitment companies to remove barriers and inequalities for black people in our industry.



Armed Forces Covenant

We’ve been awarded the Armed Forces Bronze following signing of the Armed Forces Covenant – a pledge to treat with fairness and respect those who serve or have served in the Armed Forces and their families.

United Nations Global Compact

We have signed the world’s largest corporate sustainability initiative committed to building a sustainable future by accelerating action on human rights, labour, environment and anti-corruption.



Global Recruiter Awards

Our commitment to progressing lives through our effective ED&I strategy was recognised in the 2022 Global Recruiter Awards where we were honoured to accept “Best Equity, Diversity & Inclusion Strategy In A Recruitment Business”.

Family Fit

We were accredited by Family Fit with a “Good” score of 7.5 on a scientifically backed measurement of how companies build prosperous work environments for working parents.



Help the Community: Putting Our Values Into Action

Our strategic GROWTH goals commit us to ‘Help the Community’; ensuring that as we grow, we give back. This includes providing fully paid volunteering days to all employees and delivering 5 charity projects in 5 years through ABCT.

We have supported the shanty-town community of Las Laderas, Peru since 2009 and built 101 homes for more than 500 people, built 3 soup kitchens that feed over 600 people every day, and built an extension to a children’s refuge. Plans are underway for our sixth volunteer trip in 2025.

We are proud of our partnerships with social mobility organisations like EY Foundation, which provide our teams with unique opportunities to give back and contribute to positive social change and have opened access to broader talent networks.

In 2023 we committed to achieving Net-Zero by 2028, and we give back to the planet with every milestone we achieve as a business and to celebrate the progression of our people by planting trees with One Tree Planted – creating jobs, protecting biodiversity and absorbing millions of tonnes of CO2 from the atmosphere.

Some of our non-profit partners and beneficiaries



We give back to the planet with every milestone achieved as a business and have **planted over 92,000 trees since 2020!**

Our Charitable Trust has **raised and donated over £400,000** to charitable causes and community projects worldwide.





AMORIA GROUP
PROGRESSING LIVES EVERYWHERE

amoriagroup.com