**Our purpose and mission**

As a forward thinking and values-driven organisation, we continue to evolve our approach to the environment, society and corporate governance (ESG).

Our ESG strategy underpins MEP Resourcing’s activities and ensures we actively integrate business ethics, compliance, people and culture, and community involvement, in all that we do for our clients, candidates and other stakeholders. We are committed to making our business sustainable over the medium to long term, including our commitment to achieve Net Zero by 2050.

**How we assess ESG**

MEP Resourcing’s senior leadership team conduct an annual ESG assessment against a range of specific criteria to understand the company's current position in relation to ESG, before then going on to map out our target position one year ahead. Where differences exist and we believe improvements can be made, actions are outlined in our assessment report, with action owners appointed and due dates agreed.

This systematic process of ensuring all aspects of ESG are considered properly permits a good degree of confidence in our ongoing reporting. This annual ESG statement is one of the outputs of this process, and once approved by the Board, is published on the company website.

**MEP Resourcing 2022 ESG assessment score**

Having completed the assessment on 22nd September 2022, MEP Resourcing’s ESG scores were as follows:

|  |  |  |
| --- | --- | --- |
|  | **Current score** | **Target score** |
| Environment | 60.00% | 80.00 % |
| Social | 87.83% | 89.57% |
| Governance | 61.82% | 83.64% |
| **Overall ESG rating** | **69.88%** | **84.40%** |

**Our key ESG actions**

1. **Environment**
   1. Complete Carbon Reduction Plan (factor E3.1.1)
   2. We will continue with the current plans we have in place and implement future sustainability measures that become available to us in the future. (factor E3.1.2)
   3. We will continue as we are and implement any changes that become available in the future, in addition to working in partnership with our office provider to implement further sustainability measures. (factor E7.2)
2. **Social**
   1. We will investigate whether it's a requirement for us to report on (internal & external) diversity issues and if it is, incorporate this into our regular reporting cycle. (factors S1.1.4 and S1.2.4)
   2. We will explore further training options for staff. (S1.1.7)
   3. We will explore beneficial technology and R&D activities, where appropriate. (factor S7.1)
3. **Governance**
   1. We will publish an ESG statement on the company website, including the values and principles we adhere to. (factor G1.2.1)
   2. We will ensure annual ESG assessments take place and will be reported via the Divisional CEO to the Group Board. (factor G1.3.1)
   3. Add a sustainability section to the company website (factor G1.3.3)