



Annual CSR Report FY2025

This report sets out our corporate social responsibility activities, objectives, and goals, together with progress made during the previous 12 months. CSR issues that may affect the company include climate change, modern slavery, and supply chain resilience. This report describes how we manage these and other risks, together with our wider corporate social responsibilities.

Environmental Responsibility

The annual third-party surveillance audit of our ISO14001 management system identified 21 positive observations, demonstrating our environmental commitment to employees, clients, and other interested parties.

Reporting:

Environmental-related reporting is now an established responsibility for us. Currently we report to the appropriate bodies on the following for example; and anticipate further such requirements in the future:

Streamlined Energy & Carbon Reporting (SECR) & The Energy Savings Opportunities Scheme (ESOS)

Our Green Team:

Our environmental and sustainability initiatives continue to revolve around our Green Team whose remit includes:

- Making our business as environmentally sustainable as possible through the principle of **reduce/recycle/reuse**
- Make sustainability part of the everyday culture of the business
- Ensure all stakeholders understand and play their part
- Monitoring and measuring our energy use for Scopes reporting

As a consequence we can list the following measures underway to reduce our energy consumption and GHG emissions; starting with simple actions such as:

Recycling:

- Ban on single-use plastics; including from our suppliers

- Purchase of recycled and EU Ecolabel copier paper only

Equipment:

- PC power consumption reduction through the purchase of efficient new processors and monitors together with the shutting down of PCs each night

Travel:

- Adoption of *Agile Working* which minimises our carbon footprint through reduced commuting miles
- Establishment of effective remote candidate interviewing and client liaison encouraged via videoconferencing
- Annual transport/commute survey; results and associated areas of improvement analysed and, where practicable, implemented
- *Bike-to-Work* salary sacrifice scheme; in place
- Electric car (EV) salary sacrifice scheme; in place and a growing number of employees are taking advantage
- Additional multipoint EV charging points installed

Training and Awareness:

- Sustainability/energy awareness training embedded in the induction process together with subject-related refresher modules for all employees via the *KnowBe4* platform
- Our new *Lunchtime Learning* initiative commenced with a Sustainability/ESG presentation to our employees

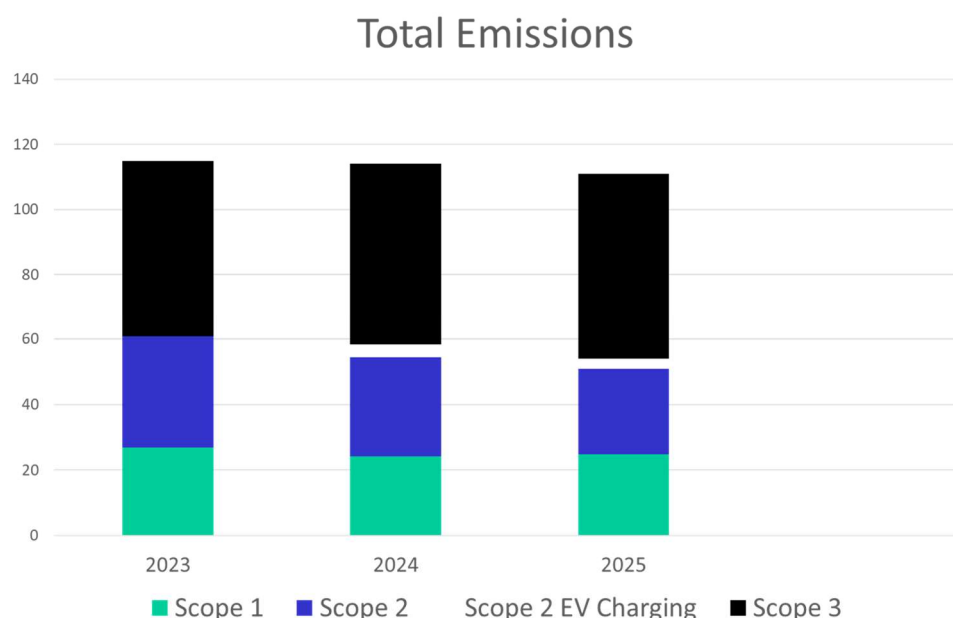
New Legislation Affecting our Business:

- ***Simpler Recycling*** launched early 2025 ensuring we meet these new requirements
- ***UK Sustainability Disclosure Standards (UKSDS)***; we continue to monitor its introduction

Reporting:

- Our sustainability and energy efficiency progress is communicated to senior company figures at the periodic Management Review

Scopes in Tonnes Co2e:



2025 Energy Reduction Targets:

Our Action Plan for 2025 included the following short-term categories:

Opportunity & ESOS Category:	Description:	Scope:	Estimated Yearly Savings Ambition:
Buildings & process	Energy management	2	13,394Kwh (3.5 tco2)
Process	Radiator insulation	1	5,500 Kwh (1 tco2)

Supporting Policies and Activities:

ISO 14001 Environmental Management System Certificate
Annual Transport Survey
Employee Business Travel & Expenses Policy
Employee EV Salary-Sacrifice Policy
Sustainability Action Plan
Energy Management Policy
HSE Policy
Sustainability Policy

Social Responsibility

Our key principles regarding the social impact of our business remain as:

- A responsible and equitable employer
- Developing our people
- A fair customer
- Supporting local businesses
- Engaging with the local community

A Safe, Accessible and Welcoming Workplace:

We continue to maintain an ISO45001 compliant health & safety management system to ensure a safe, accessible, and we believe, welcoming workplace.

Our belief that our organisation can benefit through tapping into a broader range of talent both for ourselves and for our clients remains strong.

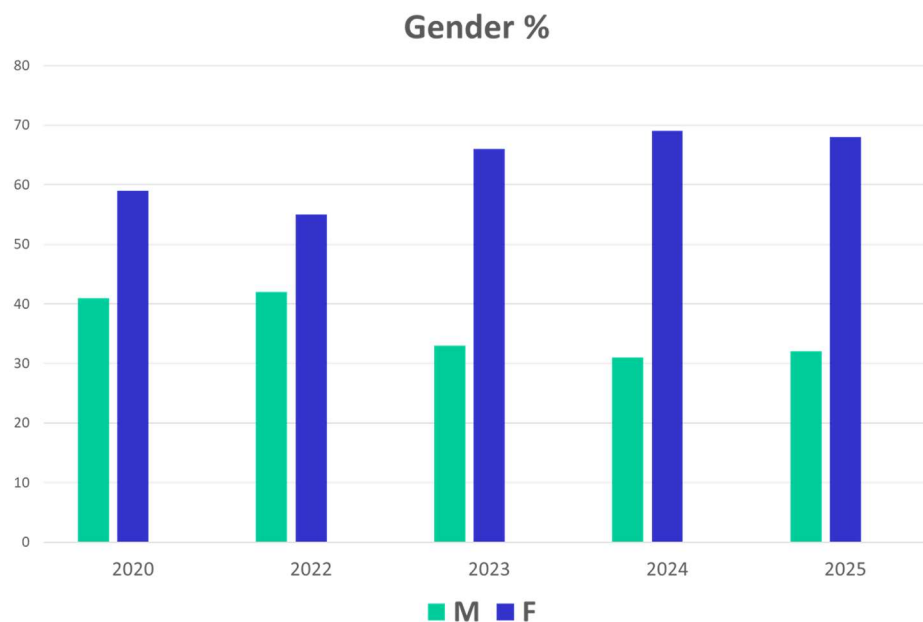
Our EDI values continue to be central to us achieving a diverse, inclusive, and vibrant organisation, and we are committed to integration and diversity in all our activities.

The tables following show that; whilst our efforts in creating a welcoming workplace is reflected in the responses; and there is a consistent mix of male and female genders; the ethnic origin data reflects the demographics of the area surrounding our head office location. The data does not correspond to the open and inclusive nature of our recruitment activities, but it clearly highlights that we can still do more to attract candidates from all sectors of the population. We will continue to develop strategies to fulfil this ambition.

Wellbeing & EDI Survey Extract: “I Feel I Belong at First Recruitment Group” %

Year:	Strongly agree:	Agree:	Neither agree nor disagree:	Disagree:	Strongly disagree:	Prefer not to say:
2020	39	49	12			
2022	45	44	7		2	2
2023	34	56	8	2		
2024	54	46				
2025	29	60	11			

Wellbeing & EDI Survey Extract: Gender:



Wellbeing & EDI Survey Extract: Ethnic Origin %

Year:	British, English, Welsh, Northern Irish, Scottish	Chinese:	Indian:	Irish:	Any Other White Background:	Other	Prefer not to say:
2020	98	2					
2022	93	2			2		3
2023	92		2	2			4
2024	91		3		3		3
2025	94				3	3	

A Healthy Workplace!

Le Brunch; our in-house canteen offers freshly made nutritious meals whilst our gym provides opportunities to improve physical health and fitness.

EDI Champions:

Our *EDI Champions* team conduct our annual **EDI & Wellbeing Survey**; this monitors the make-up of our workforce together with identifying any issues around work fulfilment.

We have also established the following programmes this year to support employee development:

- **Career Pathways Framework**
- **Individual Development Plans/Learning Needs Analysis**
- **Performance Management**

All our employees are given opportunities to develop their skills and career-path.

Employee wellbeing is supported by our **Health Assured** employee assistance programme.

Social Value:

In addition to commitment to our long-standing charities; we launched our **Greater Reach Fund** in partnership with our social value partner, *Warrington Voluntary Action*. The fund is dedicated to supporting local groups that are making a real difference in our community by offering grants, fundraising, donations and volunteering opportunities.

Our funding committee bi-annually identifies the community groups we will be supporting through the Greater Reach Fund over the following six months; we keep employees and interested parties updated with progress on this exciting initiative.

We successfully hosted the inaugural *Employability Workshop* in partnership with *Warrington Youth Zone* in November. This concept will be developed using our experience to provide our local community youth with practical advice and tips on entering the workplace. It will also be used to support those carrying out work experience with us.

Supporting Policies and Activities:

Registered Disability Confident Employer
Gender Pay Gap Report
CSR Policy
EDI Policy
HSE Policy
Welfare- at- Work Policy
Wellbeing Policy
Social Value Policy

Economic Responsibility

As a leading recruitment agency with a global presence, we are committed to our core values which include maintaining integrity, transparency, and respect in our dealings with clients, candidates, employees, suppliers and other stakeholders.

Supporting Policies and Activities:

Anti-Bribery Policy
Code of Ethical Business Conduct
Fraud Policy

Modern-Day Slavery Policy and Statement
Payment Policy
Tax Policy
Whistleblowing Policy

Governance

Governance:

First Technical Recruitment is committed to maintaining the highest standards of corporate governance to ensure the long-term success and sustainability of our business operations. Our corporate governance structure and ethical policies guide the company's decision-making.

Risk Management:

All events, whether large or small, and covering financial, safety or projects, can have a strong effect on our organisation, and the markets and economies in which we operate, therefore we recognise the value of the management of risk.

Governance Chart:

Please see Appendix

Supporting Policies and Activities:

ISO 9001 Quality Management Certificate
<i>Cyber Essentials Plus</i> Certificate
ICO Registered
Management Review
AI Policy
Data Protection Policy
Data and Systems Security Policy
Disaster Recovery/Business Continuity Plan
Due-Diligence: Overseas Office & Trading
Governance Framework Policy
Human Rights Policy
Risk Management Policy
Quality Policy
Separation of Duties (SoD) Policy

Signed



Mark Isherwood

M.D

Date: 21st May 2026

Appendix: Governance

