

Scale. Reach. Growth.

Sustainability Report 2025










Introduction

Providing access to work in a sustainable way.

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Welcome to Staffline’s 2025 Sustainability Report.

Staffline recognises the value of social, environmental and governance matters and their importance to delivering our purpose of putting people into good work. Given the scope and scale of the Group’s activities, it is important that Staffline provides leadership and sets an example in operating sustainably.

Now focused entirely on recruitment following the disposal of the PeoplePlus business in February 2025, Staffline continues to play a pivotal role in changing lives by providing access to both temporary and permanent work, empowering communities and supporting the day-to-day activities of our customers and wider society.

Staffline actively seeks to ensure alignment between the clear commitments outlined in this report, which are overseen by the Sustainability Committee (formerly the ESG Committee) and the ambitions of our customers, partners and other stakeholders, many of whom are also leading by example on sustainability matters.

Our approach.

Our focus is to make a positive difference to people’s lives, deliver social value and engage positively with the communities in which Staffline operates. As a major recruiter covering multiple sectors and with a reach extending across the UK and Ireland, we play a crucial role in enabling people into good work.



Our commitment to supporting people and communities and fulfilling our social, environmental and governance responsibilities across the Group’s activities remains integral to our business.

Daniel Quint

Chief Financial Officer and Board member responsible for sustainability matters





Our strategy.

Our sustainability strategy sets out how we deliver against our responsibilities and is based around four key pillars.

1. Making a positive difference to people and society

Purpose

To improve people's prospects by providing access to fulfilling work opportunities across the UK and Ireland by:

- Providing good work
- Engaging with communities
- Promoting access to work for disadvantaged groups

→ For more information see pages 04 to 06

2. Supporting and developing our people

Purpose

To support our people to realise their potential in a high-performing, safe and inclusive working environment by:

- Supporting training, development and career progression
- Ensuring diversity, equity, inclusion and belonging
- Engaging with our workers and employees

→ For more information see pages 07 to 12

3. Reducing our environmental impact

Purpose

To minimise the consumption of resources and creation of waste in our operations by:

- Managing energy use and carbon emissions
- Implementing good practice in other areas, such as waste management

→ For more information see pages 13 to 21

4. Doing business in a responsible way

Purpose

To demonstrate high ethical standards across all levels of the business and at all times by:

- Promoting clear values and high ethical standards
- Ensuring sound governance, risk management and compliance
- Safeguarding data security

→ For more information see pages 22 to 24



Initiatives, accreditations and partnerships.

Staffline recognises the value of external assessment of its sustainability performance and seeks to achieve relevant formal accreditations and to establish partnerships that support both the Group’s sustainability objectives and its wider governance objectives.

Accreditations and partnerships maintained or secured during the year to 31 December 2025 include:

Social

- Membership of Social Recruitment Advocacy Group (“SRAG”)
- Membership of Association of Labour Providers (“ALP”)
- Membership of Recruitment and Employment Confederation (“REC”) and Employment and Recruitment Federation (“ERF”)
- Founding role in Scotland Against Modern Slavery

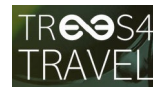
Environmental

- ISO 14001 (Environmental Management System) certification
- EcoVadis bronze sustainability rating (Staffline Recruitment Limited) (June 2025)
- Carbon offsetting initiatives launched
- Carbon Reduction Plans updated and published annually

Governance

- GLAA licenced business
- ISO 9001 (Quality Management System) certification
- Sedex 4–Pillar SMETA audit compliant (Recruitment GB)
- Safe Contractor certification (currently Brightwork only)
- Recruitment GB Supplier Code of Conduct ‘soft launched’

→ For further information please click on the relevant link below:





1. Making a positive difference to people and society

Staffline does not operate in isolation. By providing individuals with access to work we support our customers as they deliver goods and services to their customers and keep society functioning day to day.

Providing good work Recruitment GB

'Good work' sits at the heart of Staffline's purpose and defines how we create sustainable growth. We believe growth is achieved not by treating people as commodities, but by valuing them as individuals – recognising their potential, supporting their wellbeing and enabling access to fair, safe and meaningful employment.

This philosophy is embedded throughout our business, shaping how we support our workers, partner with our customers and contribute to society. For our workers, Good Work means opportunity, dignity, development and security. For our customers, it means a workforce that is responsibly governed, fully compliant and aligned to the highest standards – protecting their operations while delivering the benefits of an engaged, motivated and high-performing workforce.

By consistently bringing Good Work to life through our practices, partnerships and culture, we continue to strengthen our position as the home of Good Work – creating positive, lasting outcomes for the people, businesses and communities we serve.

→ **For further information about Recruitment GB and the sectors in which it operates please see pages 03 and 13 to 18 of the Annual Report and Accounts 2025.**

Worker welfare and modern slavery commitments

As a leader in recruitment, Staffline is committed to creating ethical and rewarding employment opportunities. We take our responsibility seriously, striving to disrupt exploitation and tackle modern slavery, ensuring worker welfare is central to everything we do. We believe working to prevent modern slavery is one of our highest priorities and we work alongside other businesses, charities and organisations that take this matter as seriously as we do.

For nearly 10 years, Staffline has published annual Modern Slavery Statements outlining our aims, objectives and preventative measures in this area. Our commitment aligns with the Ethical Trade Initiative ("ETI") Base Code guidance and we continually review and improve practices in accordance with these standards. We strive to effectively consider the ETI 'Principles of Implementation' throughout our Modern Slavery Statement review, utilising continuous improvement plans and review mechanisms throughout the year.

Our experience grows year by year, working closely with the Gangmasters Labour Abuse Authority ("GLAA"), which will become the Fair Work Agency in 2026, the Home Office, police forces across the country and through collaborating and sharing insights with anti-slavery networks in all regions of the UK. Staffline supports working together to eradicate this criminal activity, sharing valuable insights that enable us to refine our compliance measures and enhance our safeguards and target our training across our business.



c.540
customer locations serviced
by Recruitment GB workers

c.96,000
individual Recruitment GB
workers completed at least
one shift in 2025

In 2026 we will continue to invest in training and support materials for our colleagues across the UK, promoting awareness of Staffline’s Seven ‘Red Flags’ to help with the identification of Modern Slavery indicators (Seven Red Flags – Staffline 2023.pdf).

An assessment of our processes and practices against industry best practices will be completed to help shape our priorities and actions in the coming years and we will continue promoting our code of conduct with our trusted partners to promote commitments to compliance and best practice.

Recruitment Ireland

Recruitment Ireland’s most significant social impact is delivered through job creation and access to employment. During 2025, Staffline Ireland supplied c.4.9 million hours of work, supporting economic activity and service delivery across key sectors including healthcare, food production, logistics, manufacturing and the public sector.

We place a strong emphasis on worker welfare and quality of employment. Annual surveys demonstrate consistently high levels of satisfaction among temporary workers, with 91% rating their assignment as excellent or good and 93% rating communication as excellent or good.

Reliable pay remains a core priority, with 93% of workers confirming their weekly pay was accurate, while 85% believe Staffline cares about their mental health. Overall, nine out of ten temporary workers stated they would recommend Recruitment Ireland to friends or family.

Client feedback mirrors this strong performance, with 96% rating communication with their consultant as excellent or good, 93% rating issue resolution as excellent or good and 96% confirming consultants did everything possible to fulfil staffing needs.

Quality of service remains a differentiator, with 96% of customers rating the quality of staff provided as excellent or good and nine out of ten indicating they would recommend Staffline to other businesses. Our Dublin teams were recently awarded the 2025 ERF Best in Practice – Industrial, Warehousing & Logistics Award, reflecting our commitment to excellence.





Engaging with communities

Recruitment GB

Social Recruitment Advocacy Group

We are proud members of the Social Recruitment Advocacy Group (“SRAG”), which recognises that meaningful social change cannot be achieved by one organisation acting alone. Working with PeoplePlus and other like-minded member organisations, Staffline continues to support the collective effort to drive societal change across the UK.

Working with disadvantaged groups in society

Some pilot work has taken place in 2025 to help us build processes and staff training/support so that we can work more closely with prisons in 2026 and beyond to provide work opportunities for prison leavers and for those on temporary licence release.

Supporting the Framework charity

As part of our ongoing relationship with Framework (a UK-based charity dedicated to supporting homeless and vulnerable people), 60 refurbished electronic devices have been donated in 2025 to support individuals and families experiencing digital exclusion within our local communities. This donation helps widen access to essential technology for those who may otherwise struggle to afford it. The devices, which are fully serviced, data-wiped and prepared for reuse, will enable recipients to connect to vital online services, education, employment resources and social support networks.

Supporting ‘good work’ beyond our borders

At Staffline, we believe that ‘good work’ extends further than the workplace – it reaches into our communities and even across continents. In late 2025, we were proud to share the Staffline story through donation of a number of refurbished tablet devices and mobile phones to a small school in Chitungwiza, a village in Zimbabwe. These devices, once part of our day-to-day operations, will now play a new role in helping children at St. Aidan’s school access digital learning and educational resources.

This initiative reflects our commitment to reducing waste, supporting education and making a positive impact wherever we can and we are proud to support children in Africa and contribute to brighter futures.

Recruitment Ireland

Beyond its core operations, Staffline Ireland actively supports communities through charity partnerships with Cancer Fund for Children and Young Enterprise Northern Ireland. Employees are encouraged to contribute to their communities, with 20 volunteering and charity support days taken up during the year.

During 2025, employees took part in fundraising and outreach activities including bake sales, charity runs, toy donations, Christmas Jumper Day and CV and interview skills workshops across Ireland. These activities raised £2,133 for Cancer Fund for Children and delivered vital employment skills to hundreds of local school children.



Digital access is no longer a luxury – it is a lifeline. By donating these devices, we are helping ensure more people can access opportunities, stay connected, and move forward with confidence. We are committed to making a meaningful difference where it is needed most.

Steven Aston-Bell

Governance Director Recruitment GB



Promoting access to work

Recruitment GB

Transport solutions

Staffline goes the extra mile by offering local and reliable transport solutions via Driving Plus and our network of trusted transport partners. This is an essential service for our workers who do not have their own transport, particularly in rural areas. Convenient pick-up points are offered to workers and the flexible service adapts to the seasonal demands of our customers.

Supporting a diverse temporary workforce

Staffline’s worker registration and onboarding journey is available to new candidates across the UK in eleven languages, which helps us to promote an inclusive registration process. Our worker demographics data is reviewed periodically so we can ensure that further language translations are created wherever there might be a need.

Recruitment Ireland

As part of our ongoing investment in digital transformation, Staffline Ireland is undertaking a complete overhaul of our worker registration process, streamlining processes to reduce barriers to work and reducing time to hire. This includes the ability to provide translations and e-signatures via our mobile app and Dropbox Sign.



2. Supporting and developing our people

Staffline is committed to developing and maintaining a high-performance culture by consistently engaging with and developing our people in a working environment that is supportive and inclusive for all employees.

Supporting training, development and career progression

c.14,000
hours of employee training completed across GB and Ireland in 2025

53
internal promotions across GB and Ireland in 2025

Recruitment GB

We invest in learning and development

Our investment in learning is continuous across our business as we seek to nurture and retain talent.

Whether an employee is a seasoned professional or just starting a career with us, we have endless opportunities for growth, development and discovery. We offer a diverse range of resources, programmes and interventions designed to enhance skills, expand knowledge and support personal and professional growth.

Some examples of our focus on continual development are below:

- Creating the best start: every employee receives both business-wide and role-specific inductions including new line manager inductions for new or newly promoted employees.
- Tailored welcome days, ensuring that new starters can have the best start with skills development and meet and ask questions of our senior management teams.
- Monthly 1-to-1 sessions and formal reviews with line managers that focus on performance and development.
- Lunch & Learn sessions – hosted discussions focusing on specific topics, typically with a subject matter expert/specialist in attendance to share direct and learned experiences with attendees.
- On-the-job development and secondment opportunities.





Learning campaigns in 2025

Various learning campaigns have taken place during the year to help promote our continued commitment to professional development. The first was our Learning at Work Week which was focused on promoting all of Staffline’s internal development and development/ progression opportunities and highlighting the apprenticeships offer we have for teams via a live panel hosted by our Learning and Development Specialist.

Eleven colleagues completed apprenticeship programmes during the year, covering disciplines including Team Leader or Supervisor, HR Specialist, HR Support with CIPD, Business Management, Senior Leader, Digital Marketer and Associate Project Management. Twelve new apprenticeships were started during 2025, bringing our total apprentices in Staffline at the end of 2025 to 22.

Another highlight during 2025 was our Future of Work campaign, which explored the forces shaping tomorrow’s workplace – from the rise of ‘Generation Alpha’, to the growing impact of AI and how we can adapt to a rapidly changing world of work. The week also covered various planned legislative updates for 2026 (including the Employment Rights Act 2025) and the online sessions throughout the week saw some of the strongest engagement levels we have ever seen.

During 2025, new employees joining Staffline attended 2,183 hours of structured workshop learning as part of their welcome and induction experience. Our online learning platform hosts a wide variety of modules and 9,168 hours of online learning was completed by our teams across the UK with over 2,000 further hours of workshop-based learning also completed.

Talent Forum – developing employees with potential

The Talent Forum is our approach to supporting development for our middle managers who want to progress their careers. The programme is sponsored by members of the Staffline senior leadership team and supported by mentors from across the business.

The purpose of the programme is to build a self-driven development programme that supports our managers to drive their own development, career and growth; create strong succession where we need it most and ensure a healthy pipeline for the future; and to retain our talent and improve the overall experience of being part of the Staffline team.

As we look ahead to 2026, we will be celebrating the progress and achievements of Talent Forum participants at a graduation and recognition event. An evolution of this programme will launch during the year and will invite participants from across the business to develop their coaching leadership skills.

22
active apprenticeships in Recruitment GB at year end



Recruitment Ireland

Our people are central to Recruitment Ireland’s success and the business is committed to creating an inclusive, supportive and high-performance working environment where colleagues are empowered to develop and progress.

During 2025, the business recorded nine internal promotions, reflecting a strong culture of progression and talent development.

Employee engagement remains high, with a 90.8% happiness rating recorded in the annual employee survey and 91.6% of employees stating they would recommend Recruitment Ireland as a place to work.

91%
of Recruitment Ireland workers responding to surveys in 2025 would recommend Staffline as a place to work



Ensuring diversity, equity, inclusion and belonging

Recruitment GB

We aim to be as diverse as the stakeholders we serve and we know that our commitment to diversity, equity, inclusion and belonging is welcomed by our customers, candidates and employees. This is not a separate strategy or a statement of intent but is woven through every facet of our business: It is simply “Who we are”.

We are committed to three things:

1. **Raising awareness:** Promoting awareness of Diversity, Equity, Inclusion and Belonging (“DEIB”) matters across the business.
2. **Constantly evolving:** Creating an inclusive culture for all our people through policy changes, communication and introduction of new initiatives and benefits.
3. **Supporting the communities in which we operate:** Working alongside communities and customers who are aligned to our purpose to deliver more together.

Recruitment Ireland

The overall gender split across Recruitment Ireland is 68% female and 32% male. Women hold 56% of Senior Leadership Team roles, 60% of management roles and 71% of delivery and support positions.

In total, 23 women hold senior positions across executive, senior management and management roles.

60:40

female: male gender split (%) in Recruitment GB

33

nationalities represented across Recruitment GB employee population

5.0

years average length of service of Recruitment GB employees

(full years including continuous service transfers in)

134

Recruitment GB employees have 10 or more years’ service

(full years including continuous service transfers in)

Engaging with our workers and employees

Recruitment GB

Your Voice

Your Voice is Staffline’s ongoing employee pulse survey initiative designed to gather timely, targeted feedback from colleagues across the organisation. The survey captures employee perspectives on key focus areas within our all-company action plan and helps the business continually improve its workplace experience.

Feedback gathered through our Your Voice survey, which is analysed and discussed with Your Voice Representatives (colleagues joining focused discussions throughout the year to ensure that all parts of the business are represented) directly informs decision-making, guiding actions that strengthen engagement, support workforce wellbeing and enhance operational effectiveness.

Now in its seventh year, 2025 saw us achieve our best ever response rate of 90.9%, with the highest scoring questions for the year being: “In my team, we all work together to enable people into good work”, “The work I do every day is in service of our purpose of enabling people into good work” and “I have a clear understanding of the company’s purpose and current objectives”.

Listening is only one part of engagement: action on feedback is also essential. Along with the continuation of other key disciplines/actions implemented in previous years, new practices implemented during 2025 in response to the surveys include:

- Making healthcare, medical and mental wellbeing support more accessible to our employees in real time through the promotion of wellbeing apps including articles, videos and live fitness classes, nutritional advice and recipes and access to retailer discounts and GP consultations.
- Introducing leased vehicle salary sacrifice schemes that include EV and hybrid vehicles, resulting in significant savings for employees and contributing to a cleaner environment.

Holiday purchase schemes are also available, giving our people the flexibility to purchase more annual leave days to suit their work/life balance and wellbeing.

Have Your Say

Staffline’s focus on experience and engagement is not just for our employees: it extends to our workers too. Six years ago, Staffline launched “Have Your Say”, a worker experience platform which enables our workers to have their say on their personal experience of working for us. Since its launch, more than 125,000 workers have provided us with over 550,000 unique survey responses, which in turn creates enormous value and market-leading levels of workforce insights.

Working in partnership with our customers, we monitor feedback and continually improve approaches and processes to create a better worker experience. Using automation and structured data tools, the insights generated from our Have Your Say surveys are shared with our customers in presentational easy-to-navigate packs, helping us to focus on maintaining areas of strength and focus on where experiences may be improved or enhanced.



In 2025, Have Your Say survey responses were completed by 26,111 of our workers and the results show an 85% Happiness Rating and an 88% Advocacy Score. Other key highlights from the survey data showed that 91% of the respondents were happy with the training and support provided to them and 83% planned to stay with Staffline for at least 12 months.

88%
of Recruitment GB workers responding to surveys in 2025 would recommend Staffline as a place to work

83%
of Recruitment GB workers responding to surveys in 2025 intend to stay with Staffline for at least the next 12 months



Recognising and rewarding our people

We continue to celebrate our people’s wins, recognising and rewarding both team and individual success through formal monthly, quarterly and annual ‘Stars’ awards based on our values and results. This is in addition to formal incentive schemes.

Recognising and rewarding our employees for their exceptional contributions has been a cornerstone of Staffline’s success in 2025. By acknowledging the efforts of our outstanding team members, we have inspired others to showcase their talents. This spirit of collaboration and shared commitment has played a pivotal role in driving the company’s growth.

Stars Awards

Throughout the year, colleagues share the stories and successes of their teams and nominate a person or a team for a Stars award which is linked directly to one of the company values. On a quarterly cycle, all the nominations are reviewed and considered by Staffline’s Managing Director and senior leadership team, with winners receiving a £250 voucher and runner-up nominations receiving a £50 voucher.

Reflecting on all Stars awards during the year, at the end of 2025 Staffline awarded a “Star of Stars” award, with the winning employee awarded a £1,000 voucher and receiving a certificate and recognition from the Recruitment GB Managing Director and senior leadership team for her outstanding contribution and demonstrating Staffline’s values in action.

Case Study

Staffline Stars Award Winner Klaudia Z

Klaudia has delivered an extraordinary transformation on one of the most challenging accounts within our logistics portfolio. After stepping into a larger, historically high attrition operation where Staffline had long struggled to meet expectations, she immediately rebuilt trust, strengthened communication, and elevated service quality. Her leadership has been so influential that the client has reshaped parts of its site strategy – including investment in induction processes, onsite facilities and training environments – as a direct result of her insight.

Klaudia has become a trusted and integral part of the client’s operation, forming strong relationships and demonstrating a level of credibility rarely achieved by an agency partner.

This was exemplified when she co-hosted a live town hall with the site’s General Manager – an unprecedented sign of confidence. Senior leaders from the client organisation have sent multiple messages praising the positive difference she has made.

Her worker engagement initiatives have driven a significant improvement in our internal pulse survey results and delivered measurable uplifts in performance and behaviour across the workforce. Klaudia strengthened her team and stabilised a complex site that had been challenging for us.

Alongside this, she completed the Staffline Talent Forum, demonstrating her potential as a future senior leader.

Klaudia’s dedication, consistent excellence, and transformational impact make her truly deserving of her Star of Stars win. She is an outstanding ambassador for our business and a benchmark for exceptional account management.





Recognition Activities and Events

“Instant Awards” are used to recognise achievements and successes of colleagues across the business, with messages being posed on a recognition wall and vouchers being awarded for us on Staffline’s benefits experience platform.

In addition, Leadership Lunches are hosted by members of Staffline’s senior leadership team throughout the year to acknowledge and celebrate high performance, long service, Stars Award winners and to thank our Your Voice representatives for their contributions to our employee engagement and feedback campaigns.

The ‘Good Times’ Newsletter

A monthly newsletter is published in Recruitment GB to celebrate internal promotions, new colleagues joining the business and to recognise length of service milestones. In 2025, 52 colleagues achieved their 5-year milestone, 32 achieved 10 years, 3 achieved 15 years, 8 achieved 20 years, 2 achieved 25 years and 4 achieved an incredible 30-year milestone.

Recruitment Ireland

Recognition and reward form an important part of the Recruitment Ireland people strategy.

Quarterly league table rewards were issued to top performers across temporary, permanent, branch, onsite and key account teams, alongside recognition of 50 temporary worker Staffline Superstar Award winners as part of our worker retention strategy.

Long service is recognised in five-year increments and rewarded with vouchers. Fifteen colleagues reached or exceeded 20 years of service during 2025.

Case Study

Staffline Star Award Winner In Recruitment Ireland, recognising the people who power our organisation is a key part of our culture and our commitment to being a responsible employer.

Our Reward and Recognition Scheme is designed to celebrate individuals who live our values and go above and beyond in their roles.

Brendan (Group Financial Accountant) is a standout example of how this culture of appreciation makes a real impact.

Brendan’s story highlights how Recruitment Ireland’s culture is built on appreciation, inclusion and shared success. Recognition is not only about performance – it is about living our values, supporting colleagues and contributing positively to the organisation.

Within his first year of joining Recruitment Ireland, Brendan was named a Shared Services Superstar, an award that recognises exceptional performance, teamwork and commitment to delivering excellence behind the scenes, earning a place as one of Recruitment Ireland’s top performers.



Being recognised as a Shared Services Superstar in my first year was an incredible honour. It showed me that hard work doesn’t go unnoticed here. The recognition meant more than just the award itself – it was about knowing that the work we do in Shared Services is valued and seen as vital to the wider organisation. The incentive trip was an unforgettable experience, but what really stood out was feeling appreciated and celebrated alongside colleagues from across the company.





Gender pay gap reporting (“GPGR”)

On 5 April 2025, the Group employed c.930 monthly paid permanent staff and c.45,000 weekly paid temporary contractors. Overall, amalgamating all business areas and including the temporary workforce, the mean gender pay gap is 8.9% (2024: 7.7%). These results are affected by 98% (2024: 94%) of employees being temporary workers, of which, 60% (2024: 70%) are male and 40% (2024: 30%) female. The mean gender pay gap for temporary workers is 8.6% (2024: 7.1%).

All are paid the same hourly rate for the same work, irrespective of gender. The gap derives purely from the mix of roles performed by the workers and in particular the workers involved in the higher paid driving and manufacturing sectors, who are predominantly male. For the Group’s permanent staff, the mean gender pay gap is 21.8% (2024: 16.7%).

→ Details of the Group’s gender pay gap reporting can be found on our website at: www.stafflinegroupplc.co.uk/about-us/gender-pay-gap-report

Promoting health, safety and wellbeing

Recruitment GB

Mental health and wellbeing

Supporting mental health and wellbeing is central to our role as a responsible employer. A healthy, resilient workforce strengthens our culture, enhances performance and enables colleagues to thrive. Prioritising mental wellbeing helps ensure our people feel valued, supported and able to contribute at their best.

For this reason, Staffline’s Wellbeing Centre – an online platform available to all employees, offers an abundance of resources including nutrition and dietary advice, money matters and financial wellbeing, training and exercise tips/ techniques and various featured articles and reading materials.

During 2025, Staffline’s Wellbeing Campaigns have included live talks to help with financial wellbeing on topics such as pension and salary finance, money saving tips through maximising the many discounts/offers available to employees via Staffline’s benefits experience platform and a live exercise session for people to join remotely.

In addition, Staffline hosted a Men’s Health Week during 2025 and this campaign included a men’s health discussion panel, hosted by one of our Your Voice representatives and featured a number of senior male colleagues from our logistics division speaking openly and honestly about a range of important topics.

Health and safety-related training

A programme of training operates continuously to help us ensure that there are skilled/trained fire marshals and first aiders in situ across all our office locations. In addition, various training modules are available to all employees covering a number of important topics including risk assessments, display screen equipment, fire safety and manual handling.

Incidents and accidents

Staffline’s internal reporting systems, which cover employees and temporary contract workers, confirm that there were 566 reported incidents/accidents during 2025, of which 29 were further reported to the HSE under the Reporting of Incidents, Disease and Dangerous Occurrences Regulations (“RIDDOR”). The reported incidents/accidents by category are broadly in line with published national averages data, albeit a substantially higher number of minor incidents and near misses are also recorded.

The highest number of incidents in Recruitment GB in 2025 was in the ‘Other – general’ category, with over 90% of accidents in this category falling into one of four sub-categories: Near misses; General sickness/feeling unwell; Cuts, bruises, sprains and scrapes; and Trapped digit. Five of these were RIDDOR-reportable accidents.

Recruitment GB’s Accident Frequency Rate in 2025 was 11.61, which compares very favourably to the all-industries average* of 21.25.

Recruitment Ireland

The health and wellbeing of our people remains a key priority for Recruitment Ireland. All employees receive private healthcare cover from day one of employment, reflecting our commitment to supporting both physical and mental wellbeing.

Throughout the year, colleagues have had access to a range of health-focused initiatives, including Benenden Health assessments and wellbeing webinars delivered in partnership with Bluecrest Wellness. Sessions covered topics such as first aid, pain management, food and mood, and self-care, helping employees develop practical tools to support their overall wellbeing. We also recognise the importance of work-life balance, with approximately 20% of our workforce making use of flexible working arrangements, ensuring our people can thrive both professionally and personally.

Recruitment Ireland recorded 15 accidents and incidents during 2025, of which 9 were reported to the HSE or HAS (Ireland’s Health and Safety Authority). The Accident Frequency Rate in Ireland was 10.83.

* HSE published data for 2023–2024 – Non-Fatal Injury Rates (includes Labour Force Survey and RIDDOR data)

3. Reducing our environmental impact

Staffline remains committed to clear and comprehensive reporting that reflects ongoing development of the corporate reporting environment in relation to climate change and sustainability, including both mandatory requirements and discretionary good practice.

Staffline Group PLC Board

Responsible for:

- ✓ Defining sustainability strategy based on recommendations from Sustainability Committee and input from external stakeholders
- ✓ Approving Sustainability Committee Terms of Reference
- ✓ Approving climate-related metrics and targets and monitoring achievement

Sustainability Committee (chaired by Staffline Group CFO)

Senior management workstream leads from:

- ✓ Human Resources/People teams
- ✓ Marketing/Communications teams
- ✓ Divisional Governance teams
- ✓ Group Finance function
- ✓ Group Internal Audit function
- ✓ Company Secretarial function

Responsible for:

- ✓ Supporting delivery and ongoing development of the Board's sustainability strategy
- ✓ Reviewing emerging trends and good practice in sustainability management and reporting
- ✓ Developing Staffline's approach to management of sustainability-related risks
- ✓ Overseeing Staffline's internal and external reporting and wider communications on sustainability matters

Audit and Risk Committee (chaired by Senior Independent Director)

Responsible for:

- ✓ Overseeing risk management and internal control arrangements in respect of climate-related and other risks
- ✓ Overseeing the Group's compliance with reporting and disclosure regulations

Divisional Boards (chaired by Divisional MDs)

Responsible for:

- ✓ Overseeing implementation of Group strategy on sustainability matters

Divisional Management Teams

Responsible for:

- ✓ Implementing Group strategy on sustainability matters
- ✓ Liaising with customers and suppliers around sustainability-related risks and opportunities
- ✓ Maintaining appropriate internal controls



The following statement is structured in accordance with the guidance contained within “Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD)” published in October 2021 and incorporates the components of the Non-Financial and Sustainability Information Statement (“NFSI Statement”) required under the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022.

Governance and climate-related risks and opportunities

Governance structure

The graphic on page 56 of the Annual Report and Accounts 2025 sets out the component parts and respective responsibilities of Staffline’s governance framework for identifying, assessing and managing climate-related risks and opportunities.

The role of the Board

The Board is responsible for setting the Group’s overall business strategy and overseeing its delivery. Ensuring effective management of risks and opportunities including, but not limited to, those related to climate change is seen by the Board as a fundamental part of securing the Group’s long-term sustainability.

The Board sets and periodically reviews, the terms of reference of the Sustainability Committee (formerly the ESG Committee). The Group CFO, who chairs the Sustainability Committee and is the nominated Board member responsible for sustainability matters, provides a conduit between the Board and the Committee and reports regularly to the Board regarding the Committee’s activities.

The Audit and Risk Committee monitors the Group’s management of exposure to climate-related risks as part of its role in overseeing the Group’s overall risk management arrangements, as described below. It is also responsible for ensuring that the Annual Report and Accounts and all other public announcements fully comply with relevant laws and regulations and that all such information is presented in a true and fair manner.



The role of management

The Sustainability Committee is made up of senior managers from across the Group’s trading businesses and central functions. Its role is to support development and implementation of sustainability-related policies and initiatives and to promote awareness of sustainability-related risks including, but not restricted to, climate change. The Committee also plays a coordinating role in defining metrics and ensuring that data sets used in reporting on sustainability matters are robust and, where applicable, consistent across the Group.

As noted regarding Staffline’s processes for identifying and assessing climate-related risks (see below), the Sustainability Committee contributed to an initial internal risk assessment exercise around climate-related risks. The wider management teams across the business are central to Staffline’s overall risk assessment process as described on page 57 of the Annual Report and Accounts 2025, which considers climate change alongside other business risks.

The management teams within Staffline’s trading divisions are responsible for identifying and delivering opportunities to improve sustainability of the Group’s operations, including realisation of formally defined Carbon Reduction Plans (see pages 20 and 21 for further information).

Strategy

Climate-related risks and opportunities

In the opinion of the Board, Staffline is a low-impact business in environmental terms but as part of its commitment to doing business responsibly it should seek to reduce or eliminate such impacts where it is commercially sustainable to do so.

Staffline has adopted a strategy of positive engagement with its various stakeholder groups around sustainability matters, including climate change and the Group will continue to pursue active dialogue with all parties to better understand how their respective requirements are likely to develop in the short to medium term. This understanding will inform the development of the Group’s strategy in the medium term, but the Board believes that neither the Group’s overall strategy nor its core business model will be materially affected.

Climate-related risks and opportunities faced by Staffline are categorised as either direct (i.e. affecting Staffline’s business model, operations and/or financial position) or indirect (i.e. affecting customers’ business models, operations and/or financial position).

Direct impacts are easier to assess but are potentially less significant than indirect impacts, which are likely to manifest differently in nature, extent and timing across the various business sectors in which Staffline operates.



The table below summarises the key climate-related risks and opportunities that the Board considers relevant to Staffline. None of the items listed is considered material in nature based on the potential impact on Staffline’s finances and/or operating model.

Severity

- Low**
Long transition period and/or little or no operational disruption and/or financial impact
- Moderate**
Medium transition period and/or limited operational disruption and/or financial impact
- High**
Short transition period and/or high operational disruption and/or financial impact

Proximity

- Short term**
Expected to crystallise within the next three years (FY 2026–2028)
- Medium term**
Expected to crystallise within the next four to seven years (FY 2029–2032)
- Long term**
Not expected to crystallise within the next seven years (FY 2033 or later)

	TCFD category	Potential impacts	Potential severity	Proximity	Staffline response
Direct risks					
Carbon pricing via taxation or other means (e.g. carbon credits)	Transition/Policy and Legal	Increased operating costs/reduced profitability	● Low to ● moderate	→ Short to → medium term	<ul style="list-style-type: none"> Carbon Reduction Plans including offsetting of some emissions Offset costs by increasing margins where possible
Climate-driven increases in food and/or energy costs	Transition/Market	Increasing wage expectations from employees and workers/pressure on margins	● Low to ● moderate	→ Short to → medium term	<ul style="list-style-type: none"> Constant monitoring of pay trends Ongoing dialogue with customers Targeted pay increases directed towards lower-paid employees
Increased regulation, including emissions limits, reduction targets and/or increased reporting	Transition/Policy and Legal	Increased operating costs and administrative overheads	● Low to ● moderate	→ Short to → medium term	<ul style="list-style-type: none"> Ongoing monitoring of regulatory landscape Use of external advisors to support strategy development and reporting
Unfavourable perception of Staffline’s commitment to sustainability among potential customers, employees and/or workers	Transition/Market	Competitive disadvantage in winning new business and/or attracting or retaining people	● Low	→ Short to → medium term	<ul style="list-style-type: none"> Sustainability-related initiatives Ongoing communication programmes Extensive coverage of sustainability matters in Annual Report
Disruption due to extreme weather events	Physical/Acute	Disruption of service delivery and/or support function activities	● Low	→ Medium to → long term	<ul style="list-style-type: none"> Business continuity plans and alternative ways of working Flexible and resilient IT systems
Unsuitable properties due to e.g. lack of adequate air conditioning or exposure to flooding	Physical/Chronic	Investment in upgrading or relocating activities	● Low	→ Medium to → long term	<ul style="list-style-type: none"> Compile business case for investment or relocation to remediate unsuitable properties Revise qualifying requirements for selection of new properties



Severity

- Low**
Long transition period and/or little or no operational disruption and/or financial impact
- Moderate**
Medium transition period and/or limited operational disruption and/or financial impact
- High**
Short transition period and/or high operational disruption and/or financial impact

Proximity

- Short term**
Expected to crystallise within the next three years (FY2026–2028)
- Medium term**
Expected to crystallise within the next four to seven years (FY2029–2032)
- Long term**
Not expected to crystallise within the next seven years (FY2033 or later)

	TCFD category	Potential impacts	Potential severity	Proximity	Staffline response
Indirect risks					
Changes in customers' operating models and/or supply chains, including demand for labour and/or operating locations	Transition/Market	Fulfilment challenges (volume, skills and location) affecting time to hire and cost of payroll	● Low to ● moderate	→ Short to → medium term	<ul style="list-style-type: none"> Constant communication with customers directed towards developing long-term partnerships beyond simple transactional relationships
Social change affecting customers' attractiveness as places of work if their sustainability performance is seen as deficient	Transition/Market	Fulfilment challenges as above	● Low to ● moderate	→ Short to → medium term	<ul style="list-style-type: none"> Major customers are predominantly large listed PLCs, private companies or public sector organisations with stated commitments to long-term sustainability
Changing consumer demand in specific business sectors e.g. food manufacturing due to climate and environment-related social change affecting consumer behaviour	Transition/Market	Fulfilment challenges as above	● Low	→ Medium to → long term	<ul style="list-style-type: none"> Broad customer portfolio limits the Group's exposure and close relationships provide insight into likely shifts in customer/client operations and labour requirements
Opportunities					
Operational efficiency through increased focus on sustainability of operations	Resource efficiency	Cost reduction	–	→ Short to → medium term	<ul style="list-style-type: none"> Focus on cost base Active programme to achieve sustainable sourcing
Increasing inward migration due to climate change in areas outside Europe	Markets	Increased availability of labour, particularly for blue-collar roles	–	→ Medium to → long term	<ul style="list-style-type: none"> Develop strategies to target new labour pools as they emerge
Placement of workers into higher skilled green technology roles in e.g. automotive and construction sectors	Markets	New customers/revenue streams Additional volume and/or higher margins	–	→ Medium to → long term	<ul style="list-style-type: none"> Drive business development efforts in potential growth sectors, whether new or adjacent to currently active sectors



Effect of climate-related risks and opportunities on Staffline's strategic, financial and operational planning

The Group is not a significant producer of greenhouse gases, waste, pollutants or tangible products requiring disposal at the end of their useful life. The Board does not consider climate change a material strategic threat to Staffline but recognises its implications for the overall business environment in which the Group operates.

Where relevant, the risks and opportunities referenced above are considered as part of ongoing decision-making processes, but none is considered material. Operational planning is driven largely by customer and client requirements, which may be affected by climate-related factors affecting those businesses.

Staffline seeks to maintain flexibility in its fixed cost base, making use of leased properties and fixed-term employment contracts in cases where permanent roles are not appropriate, such as project-focused roles with a limited duration.

Business resilience to different climate scenarios

Staffline has demonstrated its ability to respond quickly and effectively to unexpected and far-reaching change while maintaining services to customers, which was tested and strengthened during and following the pandemic in 2020. Hybrid or home-based working patterns are now well established across the business, reducing but not eliminating dependence on fixed working locations.

The Board believes that different climate scenarios (e.g. a less than 2°C rise in temperatures vs a greater increase) would not lead to materially different direct impacts on the Group's activities and that any impacts would occur over a longer time period than was the case with the pandemic, giving more time to plan and prepare. Work to assess potential indirect impacts is an ongoing process of engagement with customers to understand their view of climate-related risks, how their activities might be affected by different scenarios and how this might affect Staffline.

A high-level review of the Group's property portfolio was carried out to identify properties that might be subject to risk of flooding or could become unsuitable due to lack of air conditioning in the event of a sustained rise in temperatures. Most properties were found to be at low risk of flooding, but some properties were found to be potentially unsuitable at certain times of year and would require either investment in air conditioning or relocation of activities to a more suitable property. Either of these situations will involve both initial outlay and ongoing costs that are likely to exceed current expenditure. An ongoing programme of refreshing individual site business continuity plans or defining such plans where they are not yet in place will ensure climate-related risks are given appropriate consideration.

Risk management Identifying and assessing climate-related risks

The Sustainability Committee (formerly the ESG Committee) sponsored an initial internal risk assessment exercise during 2023 that assessed the proximity and potential severity of various effects of climate change, including increased temperatures, reduced precipitation, rising sea levels, increased frequency of extreme weather events and climate-change driven changes in the regulatory and tax environment. Impacts were assessed in terms of both direct impacts on Staffline and its operations and indirect impacts on customers' business models and operations, which are inevitably more difficult to predict with any degree of certainty. The nature and level of climate-related risks to the Group is not believed to have changed during 2025 and the Board is satisfied that the Group continues to have limited exposure to climate-related disruption of its supply chain because it is essentially people-based.

Direct impacts were categorised as potentially affecting one or more of the following: Staffline's business model; its operations and operating costs; its employees; or its workers. Indirect impacts were initially considered by customer business sector and potential implications were then mapped to the same broad impact categories as direct impacts. Climate-related risks are reflected in the Group's risk management process via inclusion within the appropriate component items on the Divisional and Group risk registers.

For example, the impact of carbon pricing and/or changes in taxation is considered as part of the overall regulatory environment and compliance risk landscape and impacts on availability of labour are considered as part of service delivery-related risks.

Managing climate-related risks

The Board recognises the importance of identifying and managing climate-related risks, not least because of their scope and enduring nature and the opportunities for competitive advantage they may create. However, the Board regards climate-related risks as an integral part of the overall risk environment within which the Group operates and believes that risk management processes should address risk via an integrated approach that supports efficiency and effectiveness and reduces opportunities for duplication or conflict between risk management activities.

Climate-related risks and Staffline's risk management approach

As noted above, climate-related risks have historically been reflected within the relevant component items on Divisional and Group risk registers, such as regulatory/taxation risk and service offer and delivery risk, which incorporates unpredictability of short- and longer-term customer demand for temporary labour. This reflects multiple factors, including changes in labour supply due to climate-related migration, changes to customers' business models and product offerings and the effect of, for example, future carbon pricing regimes on the aviation sector.



It is not feasible to produce accurate long-term forecasts of future demand beyond broad market trends, which are affected by many factors other than and more significant than, climate change. Both of the Group's trading businesses maintain close relationships with their customers to review current and emerging trends and provide appropriate flexibility within relevant business plans, both operational and financial.

Metrics and targets

Climate-related metrics

Measurement of Scope 1 and Scope 2 greenhouse gas ("GHG") emissions is well-established within the Group, with monitoring and reporting arrangements over current emissions for the sources included in Scope 1 and Scope 2 of the GHG Protocol now embedded.

A detailed review of the GHG Protocols and technical guidance was completed during 2024 and revisited during 2025 and the Group's assessment of the Scope 3 categories that it considers to be in scope in the context of its business operations has been documented. Development of Scope 3 emissions data gathering has continued during 2025. No further extension of the Scope 3 categories currently considered relevant to Staffline is anticipated.

18.5%

year -on-year reduction in net total emissions after offset

Managing energy use and carbon emissions Energy and carbon reporting

At Staffline, we place great importance on the role we play in helping to protect the environment surrounding us and consider our environmental responsibilities to be integral to our business. We aim to fulfil these responsibilities through our actions and our corporate policies, supported by ISO 14001 (Environmental Management Systems) certification.

Table 1 and Table 2 respectively detail emissions and energy usage across all large UK entities in Staffline. Energy usage by subsidiaries outside the UK is not in scope for this report and is therefore excluded.

The year-on-year trend in Staffline's emissions Scope 1 and Scope 2 emissions is also presented in graphical format below. Scope 3 emissions will be added when sufficient consistent historical data to present a meaningful trend is available.

Total Scope 1 and Scope 2 emissions (tCO₂e before offset)

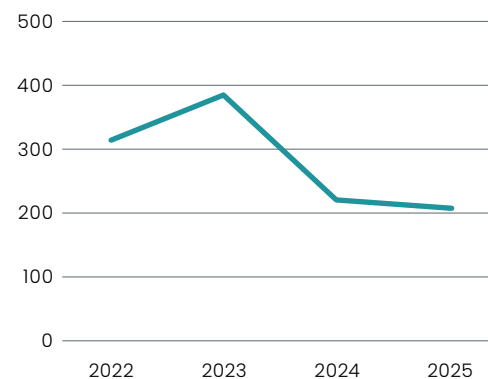


Table 1 – UK emissions in metric tonnes CO₂e

	2025	2024	2023	2022
Group total – Scope 1 (Gas)	83.21	106.55	217.38	114.58
Staffline Recruitment Limited	80.97	103.47	217.08	114.58
Staffline Recruitment (NI) Limited	2.24	3.09	0.29	0.00
Group total – Scope 2 (Electricity)	122.45	120.62	171.34	201.48
Staffline Recruitment Limited	93.61	86.48	137.00	154.44
Staffline Recruitment (NI) Limited	28.84	34.14	34.34	47.04
Group total – Scope 3 (Partial only)	1,827.10	1,794.22	385.60	372.07
Staffline Recruitment Limited	1,786.13	1,742.73	340.49	332.35
Staffline Recruitment (NI) Limited	40.98	51.49	45.11	39.72
Total emissions	2,032.76	2,021.40	774.32	688.12
Total carbon offset	421.17	44.61	49.31	0.00
Staffline Recruitment Limited	421.17	44.61	49.31	0.00
Staffline Recruitment (NI) Limited	0.00	0.00	0.00	0.00
Net total emissions	1,611.59	1,976.79	725.01	688.12
Efficiency ratios (average emissions per employee before offset)				
Number of employees	955	917	865	934
Scope 1 and Scope 2 emissions	0.13	0.11	0.54	0.46
Scope 3 emissions (see Note)	1.91	1.96	0.45	0.40

Note: Scope 3 emissions monitoring includes employee homeworking and commuting data from 2024 onwards



Table 2 – UK energy consumption in kWh

	2025	2024	2023	2022
Group total – Scope 1 (Gas)	455,708	583,762	1,182,230	623,133
Staffline Recruitment Limited	443,441	566,843	1,180,638	623,133
Staffline Recruitment (NI) Limited	12,267	16,919	1,592	0
Group total – Scope 2 (Electricity)	700,138	588,612	734,915	864,207
Staffline Recruitment Limited	535,235	422,005	587,609	662,432
Staffline Recruitment (NI) Limited	164,903	166,607	147,306	201,775
Total consumption	1,155,846	1,172,374	1,917,146	1,487,340
Efficiency ratio				
Number of employees	955	917	865	934
Average consumption per employee	1,210.31	1,278.49	2,216.35	1,592.44

Reported net total UK emissions in 2025 were 1,611.59 tCO₂e, a year-on-year reduction of 365.20 tCO₂e (c.18%) and continuing the trend of reducing both total emissions and per capita energy consumption.

Recruitment GB’s published Carbon Reduction Plan confirms our intention to achieve Net Zero emissions from our UK direct operations by 2050 and sets out the targets and key initiatives and deliverables which will help to achieve this important objective. It commits to reducing our total carbon emissions by 4% year-on-year.

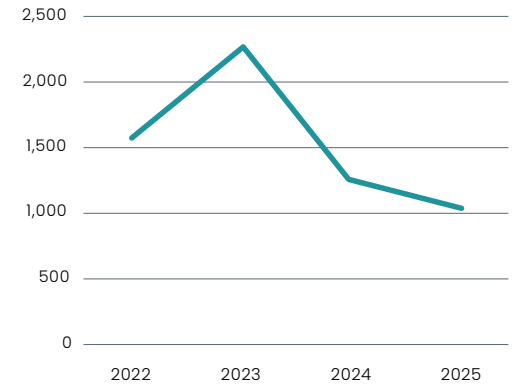
The methodology used to calculate our emissions is based on the Streamlined Energy and Carbon Reporting (“SECR”) guidelines. A detailed review of the GHG Protocols and technical guidance was completed in 2024 and revisited during 2025. Measurement of Scope 1 and Scope 2 emissions is well-established in Staffline and we have documented our assessment of Scope 3 categories that we consider to be in scope in the context of our business operations. The UK Government’s GHG Conversion Factors for Company Reporting for 2025 have been used to support all carbon emissions calculations.

Staffline’s Scope 3 reporting arrangements cover the following:

- **Category 1** (Purchased goods and services)
- **Category 4** (Upstream transportation and distribution)
- **Category 5** (Waste generated in operations)
- **Category 6** (Business travel)
- **Category 7** (Employee commuting, which includes all methods of travel and considers emissions from hotel use)

In last year’s report we outlined our plans to improve/enhance our Category 5 reporting, which has been achieved. In addition, we set out our plans to include Microsoft Office 365 carbon emissions data in our Scope 3 data for 2025 and the reporting arrangements for this are now in place and embedded.

Energy consumption efficiency (kWh per employee)





Recruitment GB

Promoting EV and hybrid vehicle use

Salary sacrifice car schemes are in operation and these offer a full range of vehicles including electric and hybrid vehicles. We expect the take-up and general use of electric and hybrid vehicles to increase over time. However, changes to the taxation of electric and hybrid vehicles, coupled with any changes to salary sacrifice schemes introduced in future budgets may suppress take-up rates in the longer term.

Carbon offsetting

Working with trusted partners to introduce meaningful and cost-effective carbon offsetting initiatives into our business operations is a critical part of plans to reduce our overall carbon footprint, as set out in our published Carbon Reduction Plan.

Staffline is now a proud partner of Trees 4 Travel (<https://my.trees4travel.com/staffline-recruitment/forest>). Trees are one of the most powerful absorbers of carbon emissions and by growing trees in developing countries as we travel we can help to restore eco-systems, biodiversity and support local communities through the dignity of employment. To help us achieve our carbon reduction target for 2025 we have planted 2,325 trees, removing 381.53 tCO₂e.

Carbon emissions offsetting across all initiatives in 2025 totalled 421.17 tCO₂e, which means that all carbon emissions generated during the year from business travel (vehicle mileage, train travel and air travel) were 100% offset and our 2025 business travel was fully carbon neutral.

Our 2026 environmental objectives and Carbon Reduction Plan will set out a commitment to continue with carbon offsetting activities in future years as part of our overall long-term to reach net zero emissions within Staffline's direct operations by 2050.

Landfill avoidance

All confidential wastepaper and general waste from Staffline's office locations is managed responsibly and recycled wherever possible.

In addition, working with our trusted partner organisation we ensure that all waste electrical and electronic equipment ("WEEE") is processed using Best Available Treatment, Recovery and Recycling Techniques ("BATRR"). Refurbishment and reuse of equipment is prioritised over any other option and when this is not possible all waste items follow whichever of the pathways below is appropriate, with none of our unwanted equipment going directly to landfill or standard waste disposal sites.

Following initial data sanitisation and removal of any identifying stickers/tags, items are processed as follows:

Successfully sanitised working or broken items of sufficient ongoing value

Several types of WEEE are repaired, refurbished or dismantled so that the whole item, or parts of it, can be reused for their original purpose or recovered. Items are cleaned, tested, repaired and graded before being listed for resale through our partner's consumer, reseller and refurbishment sales channels. Any faulty parts that are removed or replaced are processed as below.

Working or broken items with little value

If kit is of minimal value, or where the costs of repair/refurbishment outweigh the ongoing value, items are forwarded to an Approved Authorised Treatment Facility ("AATF") partner. This kit is stripped down, dismantled and shredded or otherwise destroyed. All shredded/destroyed items are split down and filtered into their core materials which are in turn forwarded to various refiners for ongoing reuse.

Mixed WEEE and faulty/scrap items

These items are separated upon receipt by our partner before being sent off to the relevant AATF recycling partner for splitting down as noted above. All items, including cables, power packs etc. are stripped of plastic coating to retrieve internal metals.

Recruitment Ireland

Recruitment Ireland is committed to reducing its environmental footprint and supporting more sustainable ways of working. A hybrid working model is embedded across the business, reducing commuting and business travel while supporting employee wellbeing and productivity. Salary sacrifice schemes such as Bike to Work and electric vehicle initiatives are available to employees, helping to make more sustainable travel options accessible.

Implementing good practice in other areas

Recruitment GB

Responsible partnering

Working with responsible businesses is a continuing key priority for Staffline, as we want to ensure that our partners share our commitment to helping to protect the environment. Our work with partner/supplier organisations has continued in 2025 to introduce new and/or stronger reporting arrangements to support our Scope 3 reporting arrangements and has been further strengthened following the introduction of Staffline's Supplier Code of Conduct during the year.

Energy Saving Opportunities Scheme

Staffline is committed to working with the UK Environment Agency and continuing to comply with the Energy Saving Opportunities Scheme ("ESOS"). Independent ESOS Compliant Energy Audits in accordance with ESOS Phase 3 regulations were completed and reported to the UK Government in late 2024 and the first progress update was uploaded during 2025 in order to maintain our compliance with the scheme.

EcoVadis Bronze Sustainability Rating

EcoVadis is the world's largest sustainability ratings provider, with over 100,000 companies rated and these ratings give companies a holistic view of their sustainability performance, enabling them to assess and share their current performance and what they must do to improve.



EcoVadis evaluates companies across four key themes that are aligned with international standards such as GRI, ISO 26000, UN Global Compact:

- **Environment** (includes greenhouse gas emissions, energy, water and waste management)
- **Labour and human rights** (covers working conditions, child labour, health & safety, diversity and non-discrimination)
- **Ethics** (focuses on anti-corruption, anti-competitive behaviour, information management and data privacy)
- **Sustainable procurement** (examines how sustainability criteria are embedded in supplier management, procurement policies and sourcing)

Staffline Recruitment Ltd achieved a Bronze medal in 2025, which placed us the top 35% of all rated companies globally.

Our commitment to reducing emissions

Our overall environmental objective is to minimise our impact on the environment and local communities through the continuous improvement of our environmental performance.

2026 Environmental Objectives

1. Maintain ISO 14001 Standard Certification for Staffline, Brightwork, Omega and Datum RPO
2. Continue 'making the switch' wherever we can, ensuring that our delivery locations are using renewable energy sources
3. Work closely with our trusted supply partners to reduce consumption, using environmentally friendly products where possible and working smarter to minimise the volume of deliveries in-year
4. Maintain our EcoVadis bronze medal award status in 2026
5. Continue to deliver on carbon offsetting initiatives to help towards achieving emissions reduction targets set out in our Carbon Reduction Plan

Recruitment Ireland

Staffline Ireland continues to invest in emerging technologies to improve outcomes for customers, workers, employees and the environment. The launch of the Staffline Mobile App in 2025 has supported the expansion of online timesheets and digital engagement, reducing reliance on paper-based processes by approximately 100,000 sheets of paper per year, while also improving payroll accuracy, speed of processing and user experience.





4. Doing business in a responsible way

Staffline regards sound governance and doing business in a responsible way as fundamental to the way the Group operates.

Promoting clear values and high ethical standards

Staffline operates a zero-tolerance approach to unethical behaviour. The Group has defined clear policies on prevention of fraud, bribery, money laundering, facilitation of tax evasion, modern slavery, health, safety and environmental matters and other ethics-related areas.

Key policies are reviewed annually by the Board or appropriate Board sub-committee and employees are provided with training to ensure awareness of policies and Staffline's commitment to ensuring compliance. Completion of mandatory training is monitored, with any non-compliance escalated to line managers. Whilst the Board delegates responsibility for oversight of policy implementation to the Chief Executive Officer, day-to-day operational responsibility is delegated to management at specific locations or within specific functions.

The Group Whistle-blowing Policy covers all employees via an external service provider and Recruitment GB operates a separate internally managed "Speakup" process for temporary workers. Appropriate monitoring, including periodic audits and regular reporting to the Audit and Risk Committee on whistle-blowing reports received, is also in place.

Staffline maintains a clear zero tolerance position in relation to modern slavery. All permanent staff are provided with training on how to spot potential indicators of labour exploitation and the Recruitment businesses work proactively with regulatory bodies, the police and the Home Office. Brightwork, Recruitment GB's Scottish business, played a leading role in the creation of Scotland Against Modern Slavery ("SAMS"), a joint initiative with the Scottish Government and Police Scotland aimed at raising awareness of human trafficking and labour exploitation within the business community. This work was ongoing throughout 2025 and will continue in 2026.

39
modern slavery/worker welfare investigations completed by Recruitment GB in 2025



Ensuring sound governance, risk management and compliance

Divisional control environments, particularly those relating to accounting, finance and legal/regulatory governance, have been significantly strengthened over recent years. All senior finance staff within the Group and Divisional teams are professionally qualified with previous experience outside Staffline. Financial reports and material balances undergo multiple levels of review, including variance analysis as part of month-end processes. External reporting and announcements of financial results are subject to external audit and input from the Group's Nominated Advisor.

Parts of both Recruitment GB and Recruitment Ireland's activities are overseen by the Gangmasters and Labour Abuse Authority ("GLAA"), which conducts regular checks on working conditions and payment practices to ensure workers are not being exploited. The UK Government will launch the Fair Work Agency ("FWA") in April 2026, marking one of the most significant transformations of employment rights enforcement in recent decades. The new agency will unify the responsibilities of multiple existing bodies including HMRC's National Minimum Wage Unit, the GLAA and the Employment Agency Standards Inspectorate into a single organisation with a strengthened mandate to enforce labour market legislation and protect workers' rights.

This consolidation is intended to end longstanding fragmentation in enforcement and provide clearer, more accessible pathways for both workers and employers. Staffline has established relationships with these agencies and a strong record of demonstrating best practice compliance with the GLAA and will continue working closely with the FWA and other regulators in 2026 and beyond.

Legal and regulatory risk, covering both compliance with existing requirements and the potential impact of future developments, is a standing item on Divisional and Group risk registers. Various professional services firms provide regular updates on regulatory developments and the Group makes use of a panel of legal firms to provide advice and/or deliver specific pieces of work as and when required.

Membership of trade bodies enables participation in consultations regarding future legislation and regulation. Several senior managers are also members of boards of relevant organisations, helping to shape both policy and organisations' position on matter affecting the recruitment sector.

Divisional Compliance teams undertake compliance monitoring work and, where appropriate, provide both specialist skills in investigations and general support to promote awareness and understanding across Staffline's operations. The Group's Internal Audit function also has a role in monitoring both legal/regulatory compliance and compliance with internal policies as well as providing assurance over the design and operation of internal controls.

Staffline seeks independent accreditation of its processes and practices where it is appropriate to do so.

Current certifications and accreditations are summarised on page 03 and work to secure other relevant external validations of the Group's processes and controls is ongoing.

The Group does not, as a matter of stated policy, make political donations and a formal policy covering donations and sponsorships is in place alongside formal logging of gifts and hospitality offered to or received from external parties. These logs are monitored and any items of note are reported to the Audit and Risk Committee.

Recruitment Ireland

Strong governance underpins Recruitment Ireland's approach to sustainability.

The business operates within a robust governance framework aligned to Group and PLC standards, ensuring accountability, transparency and effective risk management. Recruitment Ireland holds ISO 9001 accreditation, with zero non-conformances recorded in the most recent audit, reflecting a commitment to quality management and continuous improvement.

Recruitment Ireland's senior management team continues to ensure comprehensive compliance frameworks are in place across employment legislation, data protection, health and safety and safeguarding, supported by regular audits and clear reporting structures.





Safeguarding data security

Cyber security is a high priority for Staffline as the Group handles large volumes of both employees' and temporary workers' personal data. Maintaining the security of this information is vital to the Group's reputation so systems are constantly monitored and all employees are provided with regular awareness training to reduce the risk of data loss or leakage. Clear processes and reporting lines are in place for use when a potential or actual data breach is identified.

Recruitment GB

Recruitment GB has in place an Information Security Working Group, which meets regularly to consider the threat landscape and trends, data loss incidents, cyber security initiatives and projects that may have a security impact. Threat and incident data is included as a standing item within monthly Board reporting in Recruitment GB and quarterly reporting to the Audit and Risk Committee.

Data security impact assessments are also carried out in relation to any proposed systems changes, whether in the form of new software acquisitions or in-house developments.

Recruitment GB is now working towards both Cyber Essentials Plus and ISO 27001 accreditation by the end of 2026 as major business projects during 2025 have resulted in the original implementation timelines for this work being revisited and updated.

Recruitment Ireland

Recruitment Ireland achieved Cyber Essentials Plus accreditation in late March 2025 and work to achieve ISO 27001 accreditation during 2026 is ongoing.



Staffline
Group PLC

Registered office
19-20 The Triangle
NG2 Business Park
Nottingham, NG2 1AE



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