

EXTRASUSTAINABILITY NEWSLETTER JULY 2025



INTRODUCTION

Extrastaff Ltd are one of the UK's leading driving and industrial staffing specialists. Founded in 2003 Extrastaff have developed a large branch network and also provide onsite solutions to clients across the UK. Supported by our industry leading IT system and teams trained at our Academy, we aim to provide a seamless, straightforward and transparent service to our temporary workers and clients.

At the start of 2025 we launched our inaugural 'Extra ESG' programme. The programme brings together all our existing ESG activity and provides a clear picture for all stakeholders of our vision for a sustainable future.

We hope that you enjoy reading our initial launch material and we also look forward to providing you with annual updates of the progress we make towards achieving our key aims and goals.



ENVIRONMENT

We feel that our commitment to net zero by 2050 and reducing our carbon footprint by 50% by 2030 demonstrates our focus on reducing our direct impact on the environment. In 2025 renewed our car fleet with plug in hybrid vehicles. Currently 100 of our locations use 100% renewable activity.

The development of our in-house IT system, EFOS has created a paperless working environment. This is supported by our recycling programme and our relationships with sustainable office services suppliers. Moving forward, we aim to develop carbon offset programmes as we work towards ISO 14001 accreditation.



COMMUNITY/CHARITY



Using our core skills and experience to have a positive impact on society through volunteering and fundraising activity, plays a key part in supporting local businesses and the communities in which we operate.

In 2025 our employees chose Macmillan as our charity partner. Fundraising activities that our teams have taken part in so far include World Book Sales Day & Mighty Hike by a team in the Cotswolds. We have now gained Disability Confident Employer status to support people getting into work, and are also working towards achieving silver Armed Forces Covenant status. Our partnership with Born to Perform in Northampton, who provide day care for adults with learning disabilities through performing & creative arts, will support the learning and development of their own internal staff who will continue to carry out their incredible work.

During the coming years we will continue to build relationships with charities and community projects/initiatives that provide our teams with the opportunity to take part in volunteering activity which provide real value to all who take part and to that benefit from it.

EMPLOYEES

Creating a positive, fun, supportive and productive working environment is a fundamental part of attracting and retaining employees who deliver top level customer service to our clients and temporary workers and we are committed to creating equality and diversity in the workplace and this is reflected in the makeup of our full-time employees.

Category

**Workforce
Composition**

Leadership Diversity

**Retention & Turnover
Pay Equity**

**Inclusion &
Engagement**

D&I Training

Metric

Gender (% Women)
Ethnicity
(White/EU/Other)

Women in Leadership

Turnover Rate
Gender Pay Gap
Ethnicity Pay Gap

Pulse Survey – “I feel
included”

% Completing D&I
Training

Percentage

70%

76/24/0%

44%

Overall 22%

3%

4%

78% positive

100%

EMPLOYEES

The development of the Extrastaff Learning and Development Academy, initially provides all Inexperienced new starters with a smooth transmission into the recruitment industry. More experienced recruiters will also find the Academy invaluable as they combine their existing skills and experience with the Extrastaff approach to maximising their potential.

Our flagship 'Future Leaders' programme helps prepare our consultants and co-ordinators for the transition to management and leadership roles. We are proud to be one of the very select group of companies that have been accredited by the Recruitment and Employment Confederation, to deliver the Level 3 REC Certificate in Recruitment Practice qualification in-house.

Regular, clear and transparent communication is a vital part of maintaining our team's motivation and our Reward Gateway Platform is the go-to place for staying up to speed with or results and latest news on our ESG initiatives. The platform also provides additional staff benefits one of the most important being our EAP (Employee Assistance Programme) with additional support being provided by our Mental Health First Aiders.

Our annual Employee Survey helps us keep on track of what is important to our teams. Some of the most notable improvements that we have made over the last two years are to improve the opportunities available to those from disadvantaged backgrounds, and the launch of Extra ESG.



ETHICAL RECRUITMENT- TEMP

Feedback from our clients and temporary workers confirms that ethical recruitment processes and experiences are at the top of their list of priorities when they are looking to work with and for a recruitment agency. Along with our internal policies and procedures our status as an advanced Stronger Together Business Partner, REC and ALP membership, GLAA licence holders and our commitment to the Responsible Recruitment Toolkit as a Business Partner provide both clients and temporary workers with the re-assurance that Extrastaff take all of the relevant steps to make sure that a temporary workers experience with us is amongst the best in the industry.



Our regular temporary engagement activities help to show our appreciation for the work that our temporary workers do on behalf of our clients. Some of the feedback that we have received from our temporary workers this year is as follows.

GOVERNANCE



Good governance is fundamental to any ESG programme and the ongoing sustainability of a business. The ultimate responsibility for governance sits with our Board of Directors and individual accountability for governance activity has been delegated across the business. Our central Compliance, Finance and HR teams hold the accountability for their respective areas of responsibility.

Our governance-related reporting is consistent, transparent, and independently audited. We aim to ensure that all partnerships and engagements with all internal/external stakeholders are fair and compliant. We encourage all suppliers to adopt responsible sustainability policies and practices.

Moving forward we aim to move beyond traditional membership of recruitment industry trade associations and initiatives and increase our activity in relation to shaping the future of the labour market.