

Environment, Social & Governance Report

Our **Future.** Our **Responsibility.**



Because people
change companies



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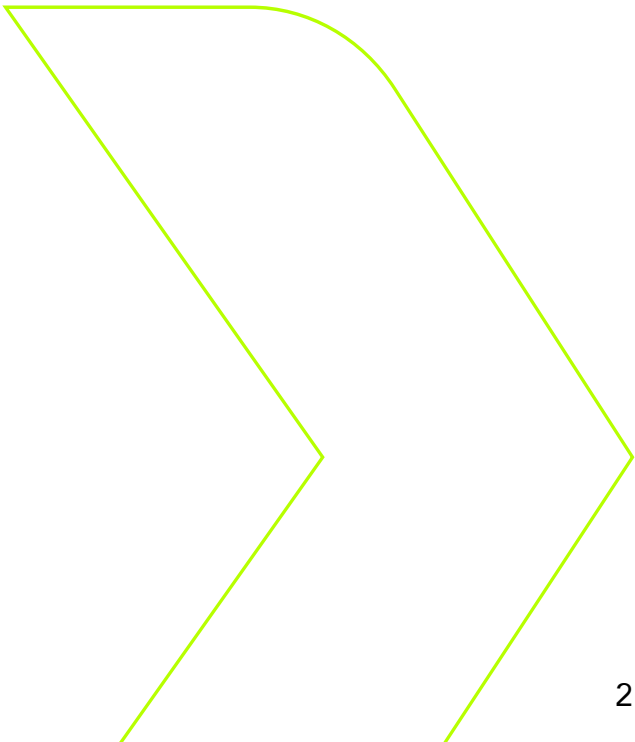
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Introduction.

As a diverse Group of entities, we aim to make a positive and lasting impact on the world around us.

That impact takes many forms. We impact our industry sectors, our communities and our close neighbours. We impact our clients and how they work, think and operate. We also impact our people: their sense of purpose, their families, their futures.

This report aims to show the breadth and depth of that impact through the work we've done so far. We're only at the beginning of our journey and we believe that, by working together, we can achieve much more.

"We take our responsibility to the world around seriously. As Managing Director, I know that we have the opportunity to make a significant impact, not only through our own actions but also by setting an example for other organisations to follow."

We aspire to be a leader and changemaker. While this report helps to demonstrate the work we have done, it is important to remember it only represents an outline of what we have collectively achieved. The passion that our people put into good causes, the drive they bring to critical ESG projects, the collective commitment that it takes to make a difference – much harder to quantify, but no less essential to the outcomes.

Ultimately, the true credit for making change happen belongs to those who have joined us on the journey: our people, our clients, our partners and suppliers. I am proud of the work we have done together so far. I look forward to taking the next steps together."

Keiron Gallimore, Group Chief Executive Officer



Our Commitment.

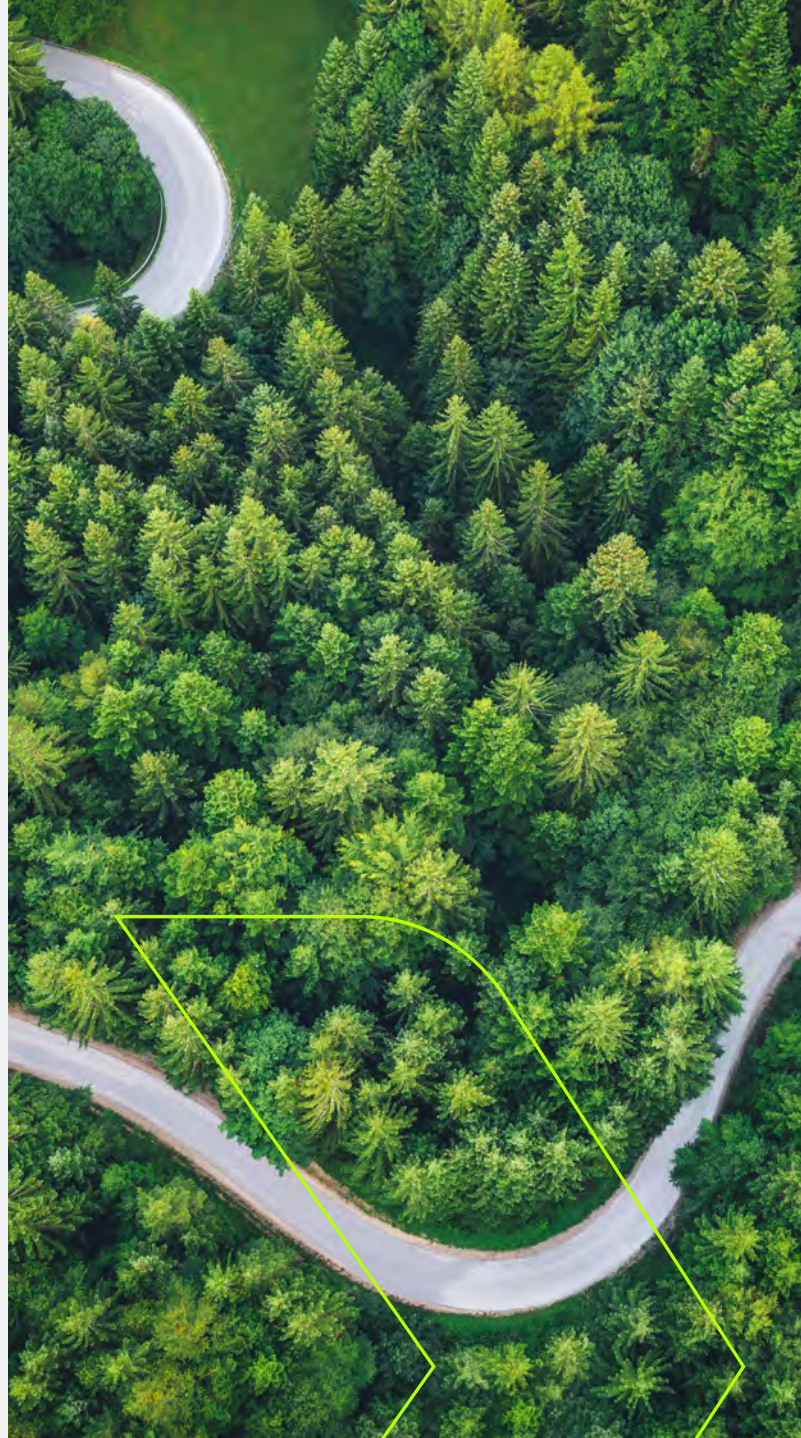
Integrity shapes our decision-making and our actions.

We aim to be a Group that takes steps to make a demonstrable and sustainable difference to the way we work, the impact we have on our environment and the causes we support in our local communities.

We believe in being transparent, accountable and responsible. We believe in supporting and empowering those people in our organisation with the passion, skills and ideas to make change happen. We commit to clear ESG goals, we set milestones and we work together to achieve them.

We are purpose-driven, people-led.

As a Group, we place significant focus on our people-centric approach, knowing that equitable practices and inclusive culture in any setting naturally attracts and retains diversity, which includes abilities, gender, age, background circumstances and preferences. This is then captured under the wider umbrella of ESG.





Our ESG Framework.





Environmental.

Carbon Reduction Plan

TXM and its associated companies have established 2024 as the baseline year for Scope emissions and are working toward achieving net zero by 2045. This approach aligns not just with government goals, but with TXM's deeper values.

For TXM, sustainability isn't a side project: it is central to shaping the future of talent acquisition, talent solutions and consulting services.

- **People:** Today's actions create tomorrow's opportunities.
- **Planet:** Reducing emissions protects the world we work and live in.
- **Promise:** Going The Xtra Mile means showing up: for clients, for candidates, for each other and for the future.

Together, we commit to **People, Planet and Promise:** building a sustainable future with purpose and accountability.



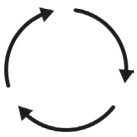


Initiatives Taken



Travel & Workspace

Flexi-hybrid working, reduced commuting, and a shift toward green energy in offices to lower our operational footprint.



Sustainability

Ongoing sustainability awareness, employee engagement, and Net Zero champions driving environmental responsibility.



Recycling

Recycling schemes, community planting initiatives, and outreach projects that build environmental momentum from the ground up.

Key Facts:

1190.4 TONNES

Total CO₂E

108 TONNES

from direct operations we control day-to-day.

49 TONNES

reflect the energy we consume and our responsibility to source it more cleanly.

1033 TONNES

reveal the largest challenge - emissions beyond our walls, in our extended value chain.



GHG protocols

In close collaboration with entities across the TXM Group, we aligned our GHG emissions reporting with ISO 14064-1, PPN 06/21 and the GHG Protocol to ensure consistency, transparency, and credibility. This collective effort supports the company's group-wide sustainability objectives and reinforces its leadership position through reliable, standards-based disclosures.



Scope 3 emissions

We are endeavouring to reduce emissions in our extended value chain through initiatives such as hybrid working models, improved data capture, community engagement, and alignment with ISO 14064 for consistent emission reductions. At TXM, turning intention into impact means embedding sustainability into the rhythm of how we work. Our initiatives reflect a practical, people-focused approach to long-term change.

Initiatives & Voluntary efforts

Internal initiatives have supported reducing our carbon emissions, such as:

- Installation of LED lighting
- Paperless policies
- Recycling facilities
- EV car scheme
- Voluntary campaigns (such as employee litter picking)



Social Value.

Our organisation's approach is all about people. In 2025, we undertook a significant rebrand which put this message of inclusivity at the heart of all of our communications. Our goal through the rebrand was to represent a group of organisations where people are empowered to make an impact through exceptional learning and development programmes, support and wellbeing, career advancement and rewards.

Internal growth, development & opportunities

Various partnerships ensure we offer equal opportunities and provide support regardless of individuals' backgrounds, cultures or how they identify. Examples include our Women in Transport long-standing support and sponsorship and harnessing EDI to drive high performance. The TXM Group is currently 45% female, with a focus on increased female representation within our senior leadership.

Engaging with everyone's voice, autonomy & wellbeing

Employee wellbeing is critical. Alongside our internal Mental Health First Aider team, we provide Vitality healthcare cover and an Employee Assistance Programme, offering general wellbeing support to our people.

We also commission an annual Employee Engagement Survey. Each year, the results are analysed across the Group and within each individual entity. Outcomes are shared transparently with colleagues and clear action plans are developed, either as Group-wide initiatives or as tailored projects. Employee feedback is always encouraged, actively considered and meaningfully addressed.

We also invest in HiBob, our Group-wide online employee engagement platform. HiBob offers a space for all employees across the Group to share learning, information and general updates. It's also a great place to celebrate successes or offer a 'shout-out' to a colleague. We actively use it to support cross-entity communication, strengthening engagement across the wider organisation. We're excited to be introducing MyVoice as part of HiBob, an interactive and anonymous feedback tool.





Equity, Diversity and Inclusion

We believe in the importance of EDI. We provide Group-wide internal EDI training, knowing that inclusiveness supports high performance.

Digital

- Our Group website is undergoing a major refresh, including a review as per the Web Content Accessibility Guidelines (WCAG), ensuring we provide our users with alternative viewing options. By partnering with and utilising reputable technology, the in-built widget enables adjustments to the content. Text size, colour contrast and navigable options can all be configured to ensure that everyone can interact in whatever way suits them, through our digital platform.
- Internally, we utilise an HRIS called HiBob, which has in-built accessibility features to ensure that our entire workforce can navigate the system with ease. Potential barriers are eliminated through intuitive AI features and functionalities, such as using voice or keyboard commands to navigate the system. User questions can also be submitted and responded to instantly through the Ask Bob feature, ensuring an inclusive experience for all.

Environmental

- We explore reasonable adjustments from application stage and throughout employment: this involves steps such as ensuring full mobility access across our office locations, or providing software for employees who find it helpful to use voice dictation to draft emails or conduct their daily responsibilities. We recognise individual needs and work with our people to find the right solution.

TXM Group has been committed to the government scheme, Disability Confident, for many years. You can find out more by clicking [here](#).

We are committed to ensuring reasonable adjustments through inspecting our physical workspaces and reviewing our digital content. We utilise HiBob to track our EDI statistics, and work with all those who identify as having a disability in the workplace to ensure they have the support they need to excel in their work.



Human Rights Compliance

1.

Labour regulations: Full compliance, with enhancements offered where applicable, such as enhanced parental pay, sick pay and compassionate leave.

2.

Modern Slavery: Protection of all stakeholders through strict compliance with our obligations, including focusing on best practice for employees and external workers, such as raising awareness internally and up to date training.

3.

Anti-bribery and Anti-fraud: Robust internal policies, ensuring we maintain our strict ethical standards.

4.

National Living Wage: Paid as a minimum to the entire permanent workforce.

5.

Working time regulations: We are fully compliant, and raise awareness internally on this, advocating for a healthy work-life balance for all.

6.

Health and safety: We ensure compliance with our obligations, with qualified first aiders, fire marshals and mental health first aiders available on-site and accessible to the permanent workforce.

7.

Cyber-security: We train on cyber-security, phishing scams and AI advancements, upskilling our employees to protect themselves at work and personally.

8.

UK GDPR: With the support of an external data protection officer, we ensure we are compliant on all data regulations, including the UK GDPR, and provide training for everyone.

9.

Board Pledge: Each monthly board meeting includes a session on ESG to ensure full awareness, engagement and commitment at Board level.



Social Impact.

Across the TXM Group, we have committed to a shared social impact calendar. This allows us all to work together for good causes, supporting local initiatives or getting involved in something that matters to our people.

Here are a few ways we made an impact in 2025:

- Over the past 10 years, we have built a strong partnership with **Worktree**, a local organisation committed to connecting young people with employers. Through both sponsorship and active employee volunteering at career sessions, we have played a role in inspiring and preparing the next generation. In addition, we run annual work experience internships at our headquarters, providing local young people with hands-on exposure to the professional environment.





Social Impact.

- We were proud to sponsor the **Arthur Ellis Wellbeing Festival 2025** in Milton Keynes - a vibrant, family-friendly event designed to unite the community and promote awareness of young people's mental health. Delivered by local businesses, clubs, and community organisations, the festival has welcomed thousands of visitors since it began in 2024. For us, supporting the festival was an opportunity to give back to an initiative that champions creativity, physical activity, and intellectual curiosity, while showcasing the important mental health benefits these pursuits can offer.
- Every summer, we bring our teams together for group **litter-picking sessions** to care for our local area. It's a chance for employees to step away from their desks, connect with colleagues, enjoy the outdoors, and make a positive difference by keeping our community clean and safe.





Ethical Sourcing and Responsible Employment

- We prioritise removing barriers during selection and recruitment, and throughout employment. We have policies and procedures in place to ensure this, and utilise apps and resources to ensure that information is accessible to everyone and that our processes do not contain any gender bias.
- We have enhanced our parental leave schemes across the Group, offering increasingly enhanced options aligned with length of service.
- Our flexible working schemes and individually tailored approaches support working parents, returning parents and employees navigating health concerns.
- We carry out an annual equal opportunities survey and closely monitor our workforce demographics.
- Employee wellbeing support is critical. We are proud of our internal mental health first aider team, as well as Vitality healthcare cover and an Employee Assistance Programme, offering general wellbeing support to our people.
- We have policies and procedures in place to provide clarity and support to employees in areas such as gender realignment, fertility treatment and menopause.

Charity Efforts

- Each year we get involved, providing fundraising and support for our local food banks to help less advantaged families in our local communities.
- We give back to children locally, such as by donating over 150 gifts at Christmas and fundraising for Derby TOC, a charity that provides the next generation with fun experiences to support their development.
- We have been raising awareness of homelessness across the group, including getting involved through a partnership with Stepping Stone Australia.
- Every year we make donations of around £25,000 to charities across the Group. One way this money was used in 2025 was through being the headline sponsor of a local well-being festival, which focused on mental health in youth within the local community.



Governance.

EcoVadis

EcoVadis certification is a globally recognized assessment that evaluates a company's sustainability performance, focusing on environmental, social, and governance (ESG) practices. We have earned a Committed badge with EcoVadis.

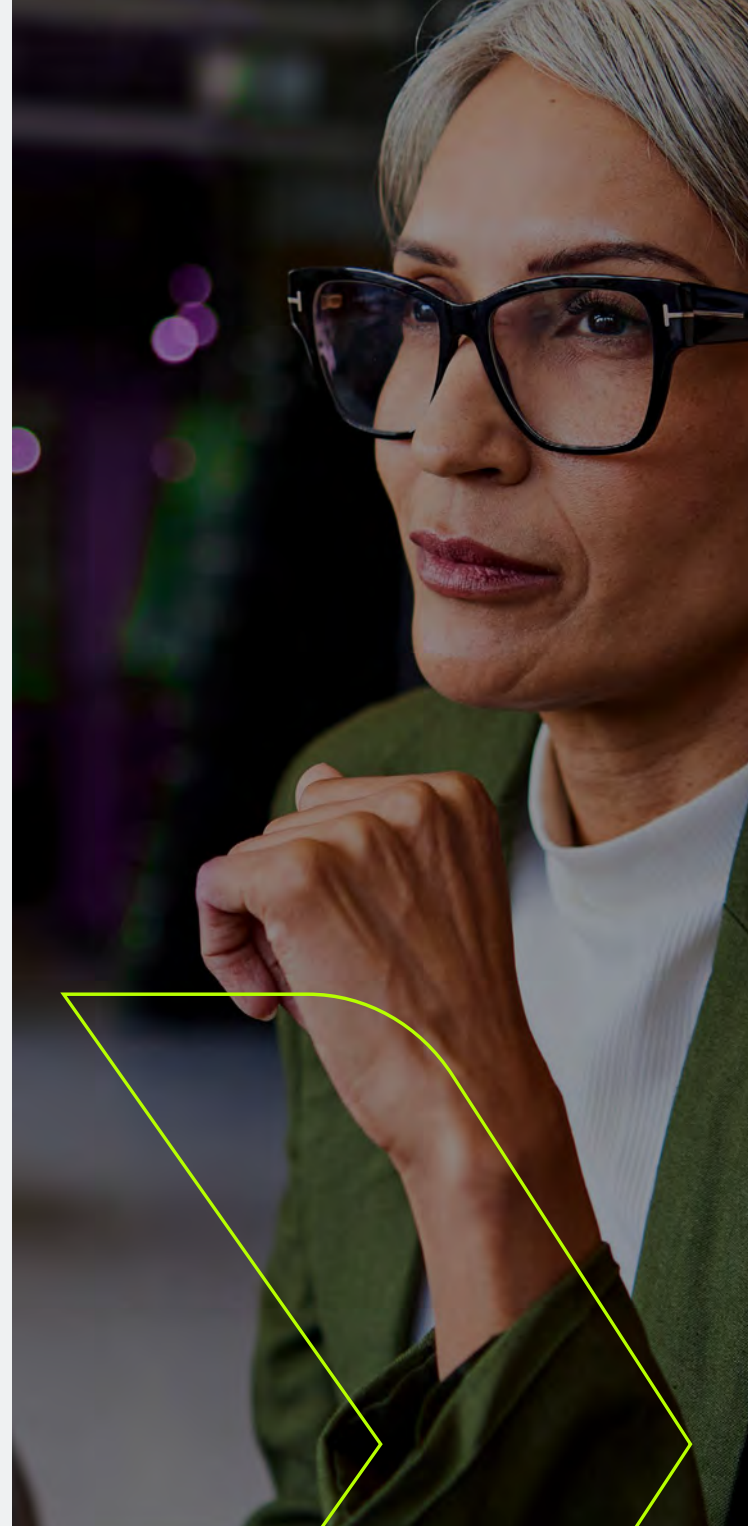
We carry out an annual assessment to drive continuous improvement in our sustainability practices. The EcoVadis certification gives us a framework for this, offering a comprehensive evaluation of our sustainability practices across four key areas:

Environment: Assessing energy use, emissions reduction, and waste management.

Labour and Human Rights: Evaluating employee welfare, diversity, and fair working conditions.

Ethics: Reviewing anti-corruption measures and business integrity.

Sustainable Sourcing: Integrating social, ethical and environmental performance factors into the process of selecting suppliers.





Gender Pay Gap Report

Our Gender Pay Gap data for 2024 shows our differences across the Group as a whole, for all entities and including contractors:

9%

Actual Pay Difference

0%

Median Pay Difference

42%

Average Bonus Difference

58%

Median Bonus Difference

How we measure

The six key metrics that are necessary under the rules on gender pay gap reports:

- The difference in the mean pay of full-pay men and women, expressed as a percentage.
- The difference in the median pay of full-pay men and women, expressed as a percentage.
- The difference in mean bonus pay of men and women, expressed as a percentage.
- The difference in median bonus pay of men and women, expressed as a percentage.
- The proportion of men and women who received bonus pay.
- The proportion of full-pay men and women in each of four quartile pay bands.

These figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

By closing the gender pay gap, we not only strengthen our organisation but also create an environment where every individual can realise their full potential. We reaffirm our commitment to transparency, accountability, and continuous improvement. Together, we are building a workplace and a business that reflects our values, serves our customers better, and paves the way for a more equitable future.

In Australia, 2XM Recruit publishes an annual Workplace Gender Equality Agency report. This requires employers to report against 6 priority areas that can have a positive impact for workplace gender equality – called gender equality indicators (GEIs).

The full report for 2024-25 can be viewed here:

[WGEA Data Explorer.](#)

TXM Recruit meets the headcount threshold requiring us to report under gender paygap legislation. Follow the link to see our published data for TXM Recruit.

[The Gender Pay Gap - TXMGroup](#)



Compliance of internal policies and external regulatory requirements

Our focus is always on maintaining a safe, ethical and supportive working environment for all colleagues. We have clear and effective measures in place to ensure employees understand the Company's commitment to ethical standards. These measures cover our responsibilities around:

- anti-fraud
- anti-bribery
- modern slavery

We also regularly review and ensure our compliance with statutory requirements such as the Working Time Regulations, National Minimum Wage and evolving health and safety legislation.

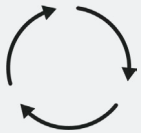




Looking ahead.

Our Future. Our Responsibility.

In 2026 and beyond, we will continue on our journey around our key objectives:



Sustainability

We will continue to reduce carbon emissions and aim for Net Zero by 2045, on our journey to becoming a more sustainable organisation that makes a positive impact on our environment.



Workplace

We will continue to be a responsible business and a good employer, focusing on creating a safe, inclusive and supportive workplace where everybody has equality of opportunity and pay.



Community

We will continue to be a good neighbour, making a difference in our local communities.

Thank you

For more information please contact:

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