

The text "Our stakeholders" is displayed in a large, bold, white sans-serif font. The word "Our" is on the first line, and "stakeholders" is on the second line, set against a solid yellow rectangular background.

Our stakeholders

Employees (Co-members)

We have an experienced, diverse and dedicated workforce which we recognise as a key asset of our business. Therefore, it is important that we continue to create the right environment to encourage and create opportunities for individuals and teams to realise their full potential.

Their material issues

- Opportunities for development and progression
- Agile working patterns
- Opportunity to share ideas and make a difference
- Inclusion and belonging

How we engage

At Reed we have long been a trailblazer in our positive treatment of employees (called co-members) through the support we provide to create a healthier and happier workplace and the pathways for career progression that we offer. In RSR this includes a clear Career Development Framework, professional qualification funding, apprenticeships and mentoring schemes. At Reed we improve the lives of our co-members by prioritising health & wellbeing as well as ensuring all co-members feel valued, respected and a sense of belonging.

We value the opinions of our co-members and regularly seek feedback to ensure that these programmes remain effective and new ideas are encouraged.

Local communities

As a family-owned business that was started in West London in 1960 by Sir Alec Reed, we have decades of experience working in communities across the UK and around the globe. We are proud of our positive impact on the local communities that we serve, and want to ensure that the communities we are in prosper. Reed were the first recruiters to specialise, the first recruiters to go online and the first recruiters to tackle welfare-to work.

Their material issues

- Local disruption
- Impact on the local economy
- Reed being a responsible neighbour

How we engage

The Reed Foundation is the single largest shareholder of the Reed Group, owning 18% of the business, meaning that our co-members work one day a week for charity. Reed prides itself in being a philanthropy company.

RSR operates on both a specialist and regional basis so our co-members in our local offices are at the forefront of engaging with the local community in finding people suitable and meaningful work and supporting the local economy. RSR offices often engage also in local charity fundraising and events.

Suppliers

We operate a third-party supplier framework for our recruitment businesses as well as outsourcing some services to suppliers and providers. As a result, it is crucial that we develop strong working relationships with our suppliers, so we can enhance the efficiency of our business, effectively manage our supply chain and create value for clients.

Their material issues

- Long-term partnerships
- Collaborative approach

- Open terms of business
- Fair payment terms

How we engage

Through effective collaboration, we aim to build long-term relationships with our suppliers. We are signatories to the CICM Prompt Payment Code and are clear about our payment practices. We expect our suppliers to adopt similar practices throughout their supply chains to ensure fair and prompt treatment of all creditors.

Central & local government

As a responsible employer and business, we are committed to engaging constructively with central and local government to ensure we are supporting our communities and following best practice. We engage proactively with government on key issues in our industry and wider community to achieve positive outcomes.

Their material issues

- Openness and transparency
- Proactive and compliant with new legislation
- Proactive relationships with key government regulators to help shape future labour market regulation

How we engage

We take a constructive, positive and proactive approach to our relationships with government departments such as HMRC, DBT, DLME and sector regulators, via regular dialogue and correspondence.

RSR also partners with, and in some cases sponsors, organisations that are working with the industry and local communities to inform the government on key policy issues.

Clients

Reed serve a diverse range of clients across the UK. Clients include companies of all sizes and industries spanning the public, private, and third sectors.

Their material issues

- Value for money
- High-quality service
- Meaningful and trusted relationships

How we engage

RSR operate an Evaluation of Service process across all clients. This forms key KPI reporting to the Board. Depending on the size of the client, RSR can operate an account management structure which ensures the service provided to clients is high quality and that the views of the client are heard and taken on board as part of decision making.

Temporary workers

Reed engage over 26,000 temporary employees working across most sectors of the UK labour market.

Their material issues

- Finding suitable work
- Job security
- Career prospects

How we engage

RSR's recruitment consultants and talent sourcers are key representatives for engaging our temporary workers. We provide temporary workers with all information they need before they commence work with us, including an extensive handbook. During their time working with us, temporary workers are supported by their Reed representatives and can receive access to benefits such as the Reed Discount Club and Health Plan.

Reed stakeholder map

Reed Global

- The Reed family
- Non-executive board members
- UK government regulators (incl. HMRC)
- Bank
- Reed Foundation
- Pension Scheme
- Co-members

Reed Specialist Recruitment

- Clients
- Co-members
- Temporary workers
- Local communities
- Suppliers
- Central & local government & regulators

Reed Staffing Services

- Temporary workers

Reed Online

- Customers
- Co-members
- Local communities
- Suppliers
- Central UK government regulators (incl. Ofcom)
- Outsourced Development
- Candidates

Reed in Partnership

- UK government commissioners
- Non-governmental clients
- Co-members
- Local communities
- Suppliers
- Participants

Other businesses

Reed Executive

Reed Property
(Strategic Sites)

Reed Private Equity

Reed Professional Services LLP

Reed Talent Solutions

Juxon
(Farming)

Reed Wellbeing

Reed Learning Limited

RSR (Global)
(International)

Reed Foundation (philanthropy)

Big Give

Reed Business School

The Alec Reed Academy

Womankind Worldwide

Reed Restart

Ethiopiaid