

# 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. Across the Group this can include clear career development frameworks, 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.

Many of the services we provide at Reed are naturally designed to benefit the community and society in general, and our local offices regularly engage with their communities to effectively deliver these benefits.

In FY24 Reed made formal pledges and commitments to help communities prosper. Further information on how we engage our local communities can be found in our Sustainability Report for FY24.

## UK government regulators

As a responsible employer and business, we are committed to engaging constructively with our government regulators 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 regulations

### How we engage

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

## Reed family

Reed was founded in 1960 by Sir Alec Reed and the current Chairman is the second generation of the family, James Reed. Reed is privately owned by the Reed family, as shareholders and as providers of loan note finance.

### Their material issues

- Longevity and sustainability of the business
- Dividend returns - loan note interest returns

### How we engage

James Reed as the Chairman of Reed is actively engaged in the day to day running of the business. Sir Alec Reed as the Founder of Reed is also physically present in the business. Annual Family Meetings are held to review business strategy and results with family members.

## Bank

Reed has a long-standing relationship with its corporate bankers. Relationships are also held with other banks as Reed funds are held on deposit with multiple banks to manage cross-party risk.

### Their material issues

- Provision of effective financing to the business
- Financial returns

### How we engage

The relationship with our corporate bank is managed via Reed's CFO and the bank's Relationship Director, who meet at least quarterly. Day to day banking operations are managed via Reed's Treasury team.

## Reed Foundation

The Reed Foundation was set up by Sir Alec Reed in 1985 and has owned 18% of the Reed group for over 30 years. The funds directed to the foundation are at the heart of the company's charitable giving.

### Their material issues

- Receipt of funds
- Charitable giving

### How we engage

The Reed Foundation is one of a number of large donors to various foundations and charities, one of the main ones being the Big Give. Big Give brings together large donors such as philanthropists, foundations and businesses, with charities and public donations. Big Give matches what the public gives and doubles the difference that the charity can make. The Reed Foundation has donated over £6.7m to Big Give since 2019, which has in turn doubled the difference for many charities across the UK and the globe.

## Pension scheme

The Reed Executive defined benefits pensions scheme. The Trustees are the Reed CFO and Reed Head of Tax.

### Their material issues

- Ensure sufficient assets to meet long term pension obligations
- Pension Assets Return

### How we engage

Quarterly Trustee meetings and regular engagement with the employer (Reed Executive). The Pension Scheme also benefits from independent support and advice from XPS Pensions Group.

## Non-executive board members

The Reed Global Limited Board has two greatly experienced and professional non-executive board members.

### Their material issues

- A conducive and productive environment for discussion and decision-making
- Continued success and longevity of the company

### How we engage

Quarterly board meetings and regular ad-hoc engagement with non-executive board members to ensure they are kept abreast of developments. NED's have additional independent roles in the company where suitable, such as chairing the Audit & Risk Committee. Our engagement with our NEDs ensures that they have the ability to provide independent advice and scrutiny of the business' strategy and performance.

# Reed stakeholder map

## Reed Global

- The Reed Family
- Non-Executive Board Members
- Government regulators (incl. HMRC)
- Bank
- Reed Foundation
- Pension Scheme
- Co-members
- Local communities

### 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