

Sustainability impact report 2024-25



● ● ● Introduction

Since Reed was founded by Sir Alec Reed in 1960, sustainability has been at the heart of the company. The Reed Foundation is the biggest shareholder of the Reed Group, owning 18% of the business, meaning that Reed has been a philanthropy company or 'PhilCo' since 1985.

Improving lives through work is our purpose and we are proud of our positive impact on people, communities and the planet. Whether this is through finding people sustainable work, championing charitable causes, or recognising the importance of maintaining the natural environment, Reed is committed to continuous improvement.

This report covers the Reed Group's sustainability activity in FY25 - covering 1st July 2024 to 30th June 2025 - including initiatives and goals that are communicated through our three sustainability pillars:

- Improving people's lives
- Helping communities prosper
- Caring for our planet

The Reed Group
has generated
over £180m in
social value since
2022



Message from our Chairman and CEO

"A world in flux". That's how many commentators have described this past year. Some call it a polycrisis, others talk of shifting sands. Whatever the term, the sense of uncertainty is real. In times like these it helps to have something solid to stand on, a clear purpose that guides us, no matter how unpredictable the environment.

For Reed, that purpose - *improving lives through work* - has been our anchor for 65 years. It's simple, memorable, and most importantly actionable by every one of our co-members every single day. Whether the headlines are filled with economic challenges, environmental crises or global instability, we stay focused on what we can do; help people into work, support communities, and care for the planet we all share.

This year's report captures some of the many ways we've lived out that purpose. It includes reports of millions of pounds donated to charity through the Reed Foundation, time invested by our co-members in making a tangible difference and actions we've taken as a business to improve people's lives, help communities prosper and care for our planet.

Our commitment to our purpose took another step forward this year with the launch of the PhilCo movement, encouraging other companies to embed philanthropy into their ownership structures. A PhilCo is a company which is at least 10% owned by a charitable foundation. It's a bold vision; building a variant of capitalism that not only delivers financial returns but also enacts lasting social good. We look forward to welcoming other companies to the PhilCo movement in the years to come.



It's easy to be distracted by the pace and pressure of world events, but one of the privileges of our 65-year history is perspective. We've seen booms and busts, technological revolutions and social transformations. Through it all we've learned that steadfastness is not about resisting change, it's about staying true to your values while adapting to new realities.

Our purpose will not change. We will keep working to improve lives, protect the environment, and champion better ways of doing business. And we will continue to invite others to join us. Whether by becoming a PhilCo, collaborating on environmental projects like Earth Raise, or simply committing to make someone's day better through the work we do.

So as you read this year's sustainability report, I hope you see more than a list of achievements. I hope you see a pattern – proof that even when the world feels uncertain, businesses with a clear purpose can make a consistent, positive difference.

A handwritten signature in black ink, appearing to read "James Reed".

James Reed, CBE
Chairman and Chief Executive, Reed

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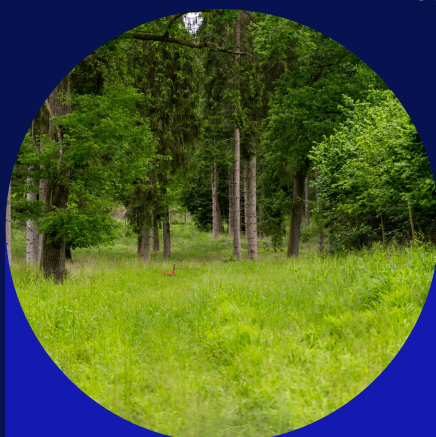
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Introduction



About the business

Since 1960 Reed has pioneered specialist recruitment, sourcing knowledgeable, skilled professionals for jobs across the UK.

Sir Alec Reed opened the first Reed office in Hounslow in 1960, and for over seven decades the company has been improving lives through work. Reed makes a considerable contribution to society and the efficient functioning of the labour market by providing hundreds of thousands of people with employment every year.

The Reed Group consists of 12 businesses, each of which contributes to our wider purpose of improving lives through work. This includes Reed Specialist Recruitment, Reed Talent Solutions, Reed Screening, Reed Professional Services, Reed in Partnership, Reed Wellbeing, Reed.co.uk, Reed Courses, Reed Learning, Reed Business School, Reed Franchise Partnerships, Reed.ai and our charity the Reed Foundation.

Sir Alec's ethos of active engagement in charitable and social causes has been integral to Reed's vision and values. Whether this is placing people into sustainable work, donating to charitable causes, or recognising the importance of caring for the environment, Reed sets out to be a good global citizen through its social and environmental impact.

Reed were the first UK recruiters to specialise, the first recruiters to go online, first recruiters to tackle welfare-to-work, and the first recruitment company to go CarbonNeutral® in 2005.

At Reed we also understand that sustainability is an ongoing conversation. Therefore, in 2023 the Reed Group established a Sustainability Committee which meets on a quarterly basis to discuss progress, share ideas, and make key decisions to drive our sustainability strategy forward. The Committee is sponsored by Reed's Chairman and Chief Executive, James Reed, and chaired by Jennifer May, the Chief Customer Officer for the Group.



Our purpose and values

At Reed, our purpose is improving lives through work. Our family values are simple and non-negotiable:

We take ownership.

We respond swiftly to execute our promises, we take responsibility for providing solutions, and we hold ourselves accountable for our actions

We are fair, open and honest.

We treat everyone with fairness and respect, we act with integrity, and we are true to our commitments

We work together.

We work in partnership and build sustainable trusted relationships, we value a diverse workforce and respect the contributions of all, and we support our customers and colleagues in achieving their goals



FY25 impact highlights



Across the Reed Group we are proud of our impact on people, communities and the planet. This report includes details of all our social and environmental achievements throughout FY25; here are some highlights from the year.

- £1m pledged to Big Give's Green Match Fund by Reed Foundation
- Reed sponsored the launch of Earth Raise, the UK's largest environmental fundraiser
- #ReedIsGreen initiative launched on World Earth Day to increase awareness of environmental causes
- Launch of PhilCo movement to champion purpose-led business
- Sir Alec Reed £1m prize awarded to UK Youth to help support young people with poor mental health into sustainable employment
- Reed Foundation donated £520k to charity via the charity raffle initiative
- Community Connect launched at Reed in Partnership, to create stronger ties between co-members and the communities they serve



Timeline of sustainable activity

2005:

Reed becomes the first UK recruitment company to become CarbonNeutral®



2005

2010:

RSR awarded ISO 14001 status (internationally recognised environmental management standard)

2010

2012:

Reed plants 6,000 trees in Oxfordshire to mark the Queen's Diamond Jubilee

2012



2017:

Beehives with 20,000 bees installed on the roof of Reed.co.uk in Covent Garden

2017

2022:

Reed launches electric dreams EV scheme to support co-members with sustainable travel

Reed plants 70,000 trees in Oxfordshire and Wiltshire to mark the Queen's platinum Jubilee

2022



2023:

Reed Environment launches to aid businesses in the race to Net Zero

2023

2024:

Reed Environment becomes joint partner with Oxford Energy Academies

Reed Global acquires Code Nation to tackle rising tech skills gap

Completion of sustainability pillars, pledges and commitments, including publication of the Environmental Policy

Launch of Sustainability Committee to oversee sustainability strategy and make key decisions

2024

2025:

Reed Foundation pledges £1m to Green Match Fund and Reed sponsors Earth Raise event

Launch of PhilCo movement

Community Connect introduced, giving Reed in Partnership co-members the opportunity to volunteer in their local communities

2025



● ● ● Our sustainability pillars

Our three pillars are central to Reed's sustainability strategy. They provide a way to categorise our social and environmental activity and achievements, and allow us to map out sustainability goals and commitments that directly link to each pillar. The sustainability pillars are as follows:

- Improving people's lives
- Helping communities prosper
- Caring for our planet

For each pillar, we have consulted with stakeholders from across the business to finalise a series of pledges and commitments. These will allow us to track progress and act as a guiding tool to align our activity against. Details of our specific goals are detailed within this report along with Reed's FY25. sustainability achievements.

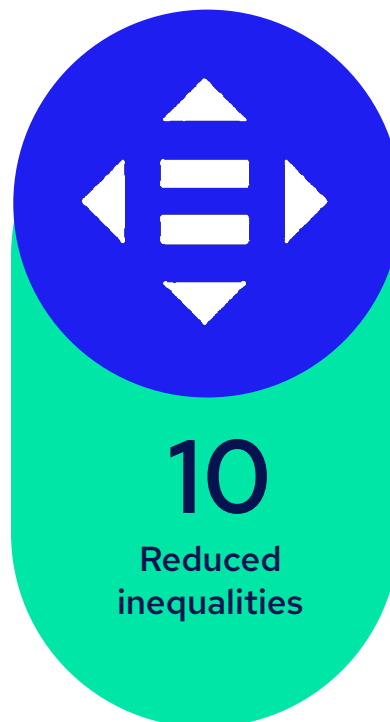
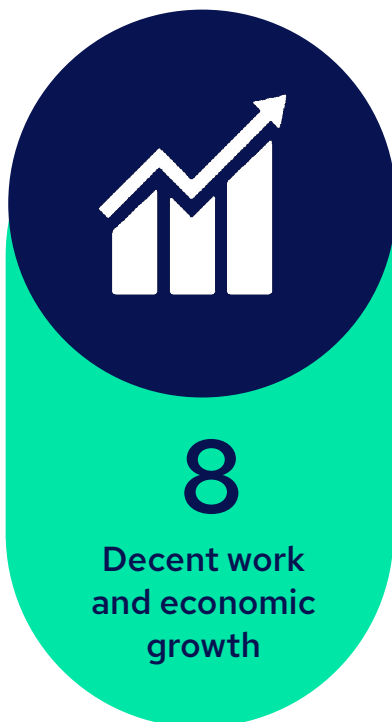


Working with principles and purpose

Sustainable development goals (SDGs)

In 2015, seventeen Sustainable Development Goals (SDGs) were introduced by the United Nations to identify the most pressing issues facing humanity. At Reed we have our sustainability pillars, but it is helpful to map these against global goals to understand how our activity contributes towards tackling wider socio-economic and environmental issues.

While all seventeen goals are important for creating global change, we have prioritised three that are most applicable to Reed's sustainability work and our social and environmental activity.





Improving people's lives

The world around us is in a constant state of change, and whilst Reed is able to react and adapt quickly, two things remain unchanged: our purpose and our values. Everyday, co-members come to work at Reed to deliver our core purpose "improving lives through work", and we are committed to behaving in accordance with our key values.

Pledges and commitments

This section of the report sets out Reed's FY25 social activity linked to the improving people's lives pillar, from placing people into sustainable employment, to creating a healthy and happy workplace for co-members. Below are three pledges, along with commitments that have been put in place to achieve our sustainability goals.

Reed supports people to find decent, meaningful work.

- We match people with opportunities.
- We help people with barriers to employment into sustainable work.
- We help people prepare for the future of work.

Reed supports people to build skills and navigate their careers.

- We develop people's skills.
- We provide qualifications that meet the needs of a changing workforce.
- We are a trusted partner for career advice; from first steps to transitions.

Reed is a place where co-members feel included and where futures are formed.

- We ensure that our co-members feel like they belong and are accepted for who they are.
- We ensure there are pathways for our co-members to progress in their careers.
- We actively promote wellbeing in our workplace and provide co-members with access to a range of support, advice and benefits.



**Improving
people's
lives**



Our impact: participant success stories

Reed supports people to find decent, meaningful work.

Across the Reed Group there are services that change lives for the better. Reed in Partnership has supported hundreds of thousands of people into sustainable work, including those who face barriers to employment, through programmes such as the Restart Scheme, Better Working Futures, and the Refugee Employability Programme. Here are some success stories from participants that we have directly impacted. In FY25, Reed in Partnership supported over 30,000 people into sustainable employment.

Stella's story



Stella joined Better Working Futures having previously worked in credit control, and was looking for work in a similar job sector. During her initial appointment, she discussed her barriers to work with Employment Advisor Megan, and explained that she needed more confidence applying for roles. Megan provided support with CV writing and interview preparation, and Stella was offered a role in refugee support! She is now in the in-work support phase of the service.

"I joined the programme with low self-esteem and confidence, and they have helped me immensely to improve this. If I can do it, anyone can do it. Never give up, and believe in yourself."

Reed in Partnership

Sharon's story

Sharon heard about Work Routes from a friend. She was eager to return to work, but wasn't sure where to begin. After attending several workshops and appointments with her Employment Advisor Jude, Sharon was able to build skills including interview techniques, self-confidence and managing anxiety, and was ready to start applying for jobs. She was successful and was offered a job at the local council.



"I am so grateful for this support, as I am not sure I could have managed to get a job so quickly without it!"

Better Hiring Institute

Reed supports people to find decent, meaningful work.



Reed Screening is part of the Reed Group of companies, and is a leading specialist in pre-employment screening. They have joined forces with the Better Hiring Institute, supported by the UK government, to make hiring faster, fairer and safer. Reed has been proud to collaborate on a number of projects such as:

- Supported the launch of the UK's Hiring Taskforce Chaired by a Shadow Minister with Peers, MPs, and experts by being part of the Taskforce and supporting its important work.
- Collaborated with the Better Hiring Institute to develop the UK's first National Hiring Strategy.
- Collaborated with several government departments and bodies such as the Local Government Association (LGA), Disclosure & Barring Service (DBS), Skills for Care, Gangmasters & Labour Abuse Authority (GLAA), and the Institute of Hospitality to co-author industry Hiring Toolkits covering 80% of the UK workforce.
- Worked with CIPD, CMI, ACAS, academics, Ministers, Peers and MPs to co-launch reports and guides on reducing barriers for people with disabilities in hiring, improving recruitment for people with criminal records, reducing barriers for people from minority faiths and backgrounds, and driving equality for women in the workplace.
- Worked with Members of Parliament and the House of Lords to shape the Artificial Intelligence Regulations Private Member's Bill and the Employment Rights Bill to help ensure their success.



Moving forward, Reed will continue its work with the Better Hiring Institute, to make hiring safer and fairer, and to achieve our commitment to support people into decent and meaningful employment.

Reskilling and upskilling

Reed supports people to build skills and navigate their careers.



Reed's reskilling and upskilling initiatives provide opportunities for people to advance their careers. In FY25 alone, we supported over 33,000 people to build their skills.

Code Nation

In order to address the growing technology skills gap, Reed acquired technical training provider Code Nation in 2024, who are now part of the Reed Group.

Code Nation was founded in 2018 and quickly became one of the fastest growing and award-winning digital and technical training providers, with a pioneering ethos around 'creating employable talents'.

This acquisition allows Reed to drive better inclusivity and social equity across the digital and technology sector, by providing opportunities for people to gain skills and advance in their career, regardless of experience or background.

Upskilling

We work with organisations who need to upskill their workforce to build resilience, ensure business remains competitive and that they stay ahead of the curve when it comes to technological change. Programmes that deliver upskilling in AI and data are particularly prevalent.



Reskilling

We deliver reskilling solutions to individuals who are looking to start new careers or who are looking to return to the workplace after a break. We also work with organisations who are looking for ways to invest in their people by creating internal career pathways, such as customer services into cyber.

Code Nation

Reed supports people to build skills and navigate their careers.

Trafford & Stockport College partnership

Code Nation's partnership with Trafford & Stockport College represents a commitment to building a sustainable, local digital workforce across the Greater Manchester area.



**TRAFFORD &
STOCKPORT**
COLLEGE GROUP

By co-delivering industry-aligned digital apprenticeships (software, cyber security, data analysis) and Adult Social Fund provision for the unemployed, the collaboration bridges the gap between education and employment. This ensures that local employers can access job ready talent while offering learners high-quality, career-driven opportunities.

Together, Code Nation and the College are helping to future-proof the regional economy through a sustainable talent pipeline grounded in digital innovation, equity, and long-term employer engagement.

Inspire Cyber

The goal of the Inspire Cyber initiative was to inspire untapped cyber security talent across the Northwest, particularly amongst underrepresented groups, and to build a talent pipeline to support the UK's growing cyber workforce. Targeting both young people (14–18) and unemployed adults (19+), Inspire Cyber blended awareness-raising with personalised insights, industry exposure, and practical guidance on next steps into cyber roles or training, underpinned by our attriDNA tool.

The programme successfully reached underrepresented groups - 43% ethnic minorities, 24% female, and 22% neurodiverse - helping to encourage diversity in the future workforce. Through partnerships with 15 schools and colleges, Inspire Cyber also equipped community organisations with structured career conversations around cyber roles.

**Over 1,000 individuals
engaged within eight weeks
& 378 attending cyber and
employability sessions**

● ● ● Educating young people

Reed supports people to build skills and navigate their careers.

Reed Tutors

Reed Tutors has successfully been supporting children and young adults with bespoke 1:1 or small group tuition, both in-person or online, for the last three years.

Reed's education professionals at Reed Tutors are experts in creating and delivering impactful programmes to students across primary, secondary and SEND settings. Our team of industry experts recognise that every young person is different, and by working closely with our ever expanding pool of high quality tutors, the collective goal is always to provide the best tuition possible.

We have seen the successful transition away from the National Tutoring Programme towards helping non-attending students, who otherwise would not have been receiving a meaningful education.

At the same time, our Education Other Than At School service has gathered real momentum with hundreds of young people who hold Education & Health Care Plans receiving impactful, individualised tuition face-to-face by our qualified and thoroughly vetted Tutors.

Gateway to Work

Gateway to Work is a free online course to help prepare students in years 9 to 13 for their transition from education into the workplace.

At Reed, we recognise the difficulties that young people face. According to the Office of National Statistics, as of March 2025 approximately 993,000 economically inactive people aged 16 to 24 in the UK were not in education, employment or training (NEET).

Taking this into consideration, Reed has created the Gateway to Work – a free online course that all students can access to boost their skills, regardless of background. The programme provides all the tools required to give young people a headstart in their career journey, including five engaging modules where students can learn about the labour market, take part in digital work experience and practice interview techniques with an AI version of Reed's Chairman and CEO, James Reed CBE, to help prepare them for future employment. Since the introduction of the Gateway to Work, **we have supported nearly 4,000 students** with their transition into the workplace.

What do we offer our co-members?

Reed is a place where co-members feel included and where futures are formed.

Reed treats its co-members in accordance with our values: we are fair, open and honest, we take ownership, and we work together to create a workplace where co-members are valued and respected. We provide pathways for career progression and ensure that our co-members feel like they belong. Here are some of the ways that we improve the lives of people who work at Reed.



Learning & development

At Reed, we ensure that co-members have the opportunity to learn and grow, personally and professionally. Here are some of the initiatives that we offer our co-members:

Reed in Partnership:

- Talent Development Programme, including the Future Managers Academy which has been designed to help co-members interested in a people-management role
- Springboard mentoring scheme, with focus on ethnic minorities/ disability in leadership
- Launched My Career Planner app that matches skills required in a co-member's current role to other roles in the business, allowing co-members to identify potential career paths.

Reed Specialist Recruitment:

- Manager Pathway (developed ourselves), for co-members interested in a managerial position
- Re-skilling for women coming back from maternity leave, or for people coming back to Reed after a major life event (such as illness)
- "Inspiring Women at Reed": dedicated mentoring scheme to support women in the workplace

Reed Online:

- Mentoring scheme to support career development and knowledge sharing
- Hackathon: a cross-functional innovation event to collaborate and develop solutions
- Career Progression Frameworks in commercial and tech teams to support co-member career growth

Across Group:

- Personal development fund, where co-members can apply for sponsorship to undertake courses which develop their skills
- Professional qualification sponsorship, supporting co-members in their studies towards professional/ academic qualifications including NVQs, Degree, CIPD, ACCA, CIM, MBA
- Graduate Scheme, where recent graduates can join Reed on a 3 year scheme to gain experience in recruitment, and then have the opportunity to interview for various other roles across the business

Inclusion & belonging

Reed is committed to creating a work environment where co-members feel valued, respected, and a sense of belonging. Here are some of the ways in which we achieve this:

Reed in Partnership:

- Diversity Sponsors & working groups for: Women in the Workplace, Ethnic Minorities, LGBTQ+, Disability and Armed Forces Veterans
- 'My Experience' Stories which includes collecting personal stories from across the business
- Inclusion & belonging sessions often looking at intersectionality e.g. Neurodiversity & Women in the Workplace

Reed Specialist Recruitment:

- FY25 inclusion and Belonging calendar to increase awareness around various topics such as gender equality and diversity
- Gender Pay Gap report, deemed 'best in class' by the Institute for Employment Studies (IES)
- Women in Technology Mentoring programme to provide support for journey into a job in technology
- Brand new resource & information hub to support LGBTQ+ co-members

Reed Online:

- Inclusion & Belonging co-member groups with an executive sponsor including Wellbeing & Ability, LGBTQ+, Race & Religion and Inspiring Women at Reed.co.uk
- Events & celebrations: inclusive events marking occasions such as Pride and Eid
- Co-member Donuts: quarterly sessions with Senior Leadership Team and co-members for open dialogue of key business topics

At Reed, we provide support that allows co-members to feel their happiest and healthiest in the workplace. Here are some of the resources available:

Reed in Partnership

- Co-member wellbeing strategy which focuses on the five key pillars of wellbeing
- Monthly thematic wellbeing sessions delivered for co-members
- Access to a mental health first aider network within Reed in Partnership

Reed Specialist Recruitment

- Health & wellbeing calendar, featuring workshops and 'lunch and learn' sessions on themes such as mental health awareness
- Digital wellbeing resources including Spectrum Life & Spark, which provide support for co-members via a 24/7 confidential advice line, as well as access to services such as a dedicated cancer nurse
- Care concierge service (EAP) to help co-members navigating journey into care for parents

[Click here to view the 2024 Gender Pay Gap Report](#)

Reed Online

- Wellbeing 'lunch and learns' throughout the year
- Trained Mental Health First Aiders, offering confidential support and guidance
- Co-member Assistant Programme, including access to a Wellbeing Hub & bereavement support



Health & Wellbeing

Co-member benefits

Here are some additional benefits that we offer co-members, to support them in their personal lives and in the workplace.

Family benefits

Our family benefits include paid family leave (including enhanced maternity pay) and baby bonuses (a payment when having a child, provided through the Healthcare Cash Plan). The same terms also apply for adoptions.

Cycle to work scheme

Supporting co-member mental wellbeing and physical fitness whilst also supporting Reed's carbon reduction initiatives.

Electric Dreams

Our Electric Dreams salary sacrifice electric vehicle (EV) scheme, in partnership with Tusker, allows eligible co-members to lease a brand-new electric vehicle in exchange for some of their gross salary.

The Reed Reward Hub

The Reed Reward Hub hosts a full range of discounts, including exclusive retail discounts, offers for eating out, discounted cinema tickets, holiday deals and much more.



Life at Reed

We asked co-members from across the Group to accurately describe what it is like to work at Reed.



What did our co-members say?

"I enjoy working at Reed because of the supportive and collaborative teams, and the feeling of being valued and heard"

Joe Brash, Senior Bid Manager

"I'm proud to work at Reed in Partnership where the work is meaningful, and co-members are genuinely valued"

Hayley Petter, Employment Advisor

"I love working at Reed, it's a place where I get to collaborate with brilliant people and grow everyday."

Jess Watson, Quality Assurance & Content Manager

"Truly invested in helping co-members and the community we work in."

Anna Scott, Service Delivery Manager

"Nurturing and supportive environment, with strong ethics."

Rose Laksevics, Recruitment Business Partner

"The working environment is great and there are definitely opportunities to progress."

Michelle Anderton, Business Manager

Helping communities prosper



As a family-owned business that started in Hounslow in 1960, 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, whether this is through our services or championing important charitable causes.

Pledges and commitments

This section of the report includes Reed's FY25 activity related to our second sustainability pillar, helping communities prosper, with a focus on our services such as Reed Wellbeing, as well as the many charitable causes that have been supported through the Reed Foundation and Big Give. Below are three pledges, along with commitments that have been put in place to achieve our sustainability goals.

Reed will provide services that change communities for the better.

- We will help people lead healthier lives.
- We will provide expert advice that helps people achieve their goals.

Reed will build strong connections with local communities.

- We will prioritise support for local SMEs (small and medium-sized enterprises) and VCSEs (voluntary, community or social enterprise organisation) in the communities we operate in.

Reed will champion philanthropy.

- We will work one day a week for a charity as 18% of our business is owned by the Reed Foundation.
- We will provide support for Big Give, the UK's biggest match-funding charity.
- We will pioneer a new movement of philanthropically-focussed companies, "PhilCo's".



**Helping
communities
prosper**



Reed Wellbeing

Reed will provide services that change communities for the better.

Our communities prosper when the people living and working within them are healthier and happier. A subsidiary of Reed in Partnership, Reed Wellbeing exists to provide accessible services to address health issues, and to support people seeking to make sustainable life changes.

Our services are based on clinical expertise, behavioural change techniques and a personalised approach. Here are some personal stories demonstrating Reed Wellbeing's impact on members of the communities we serve.

In FY25, we helped 90,000 people lead healthier lives

Tammy's story

Tammy self-referred to the Smoke Free Life service for professional help with making the quit for good. Following the diagnosis of COPD and thyroid cancer, Tammy was certain about the changes she wanted to make to improve her health and wellbeing.

"I didn't face any challenges along the way and found the whole experience great. The Smoke Free Life service has been brilliant, and really helped me through a rough time of breathing difficulties following throat surgery. I am now 12 weeks into a smoke free life, and I don't intend on smoking ever again"

Peter's story

Peter was referred to Healthier You: NDPP after he was diagnosed a prediabetic by his GP. Peter was aware that he was overweight and had already started swimming to help this but due to his sweet tooth, realised that a more drastic change needed to be made to reduce his risk of developing Type 2 diabetes.

"I have a greatly improved quality of life. I think the workouts and weight training sessions have helped me to get rid of a few niggly aches and pains. People notice the difference in you and the positive comments help to keep you motivated."

Community Connect

Reed will build strong connections with local communities.

In September 2024, Reed in Partnership launched Community Connect, giving every co-member the chance to use three days per year to volunteer with Big Give registered charities in their local community.

Since the scheme was introduced, individuals and teams from across the company have created meaningful impact within the communities they serve.

**500
volunteer
hours**




**Community
Connect**



**21
charities
supported**

Community Connect: stories

Reed will build strong connections with local communities.

Samaritans

Eva, Policy & Research Manager at Reed in Partnership, is a regular volunteer with the Samaritans, and chose to use one of her Community Connect days to support their social media team to create a video demystifying night shifts and encouraging more people to volunteer.

Eva shared, "**Suicide prevention is a cause very close to my heart. To be able to use some of my Community Connect leave to share what it's like to be a volunteer with others was a real privilege**".



Reed in Partnership

Jimmy's Cambridge

A group from the Restart Scheme team in the Home Counties spent a day volunteering at Jimmy's Cambridge, a community-based charity providing support and housing to people facing homelessness.

Jannath M., Senior Employment Advisor shared, "**As part of our Community Connect day, our team had the opportunity to volunteer with Jimmy's to repaint the communal areas of two accommodation spaces. The experience was incredibly rewarding, and it was clear that everyone was committed to making a meaningful contribution.**"

Volunteering at Reed Talent Solutions

Reed will build strong connections with local communities.

Co-members at Reed Talent Solutions have taken part in a range of initiatives across FY25 to support the local communities they serve. This includes:

- Delivering workshop sessions and mock interviews at Kirklees Council to help upskill their SEND cohort of interns
- Donating Easter eggs to children's homes across Yorkshire and the Weston Park Cancer Charity
- Litter picking, gift wrapping and volunteering at food banks across the North
- Volunteering with Calderdale Council to plant Sphagnum moss on the moors, to support biodiversity and help alleviate flooding

760 hours of
volunteering
in FY25



Future Bound programme

Reed Talent Solutions have worked with UK charity Endeavour since 2024, supporting with the delivery of the Future Bound programme. The aim of the programme is to raise the aspirations of young people aged 13-16 in the local Sheffield Community. The initiative provides 10 day sessions to students, each focusing on core transferable skills that can be used in employment, such as leadership, teamwork and creativity. The activities on offer range from cooking, to rock climbing and orienteering. **In FY25, Reed co-members contributed 102 hours of volunteering to support the programme.**



Alec Reed Academy

Reed will build strong connections with local communities.

In 2005, our founder - Sir Alec Reed - invested in the development of a new academy in Ealing, West London, just a few miles from the location of the first Reed recruitment office in Hounslow. The school provides education for children and young people from nursery age to sixth form. Following the initial investment, Sir Alec continued to support the school through the Reed Foundation, and in 2012 the school was renamed the Alec Reed Academy to recognise his contribution to improving its students' lives and education.

Reed continues to maintain strong links with the Alec Reed Academy and the wider community in West London through its charitable donations and career support. In May 2024, the Reed Foundation made a £1 million donation for the development of a new outdoor learning centre. Furthermore, there has been continued support from Reed in the form of careers education for students at the school, and there is a Reed co-member on the board of Trustees.



Reed Foundation

Reed will champion philanthropy.

In FY25, the Reed Foundation donated nearly £6m to charity

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. The Foundation was founded in 1972 by Sir Alec Reed and exists to make grants to other charitable organisations. Since 2000, the Reed Foundation has donated **£38m** to charity. Reed prides itself in being a philanthropy company and a founding member of the PhilCo movement.

“Encouraging philanthropy is my main mission now; but without entrepreneurialism to make the money, there would be no philanthropy.”

Sir Alec Reed, Founder of Reed
Knighthood for services to business & charity



Ethiopiaid

Ethiopiaid was founded by Sir Alec Reed in 1989 with an investment of £1m. Over 36 years on and with the celebration of Sir Alec's 91st birthday, the charity has continued to grow. Ethiopiaid works alongside locally-led Ethiopian charities to transform lives and achieve lasting change.

The Reed family remains closely involved with Ethiopiaid, with two family members on the board, and the business provides the charity with free core business support, including HR. In previous years, cohorts of Reed co-members have taken part in overseas charitable initiatives as well as regional runs to raise funds, and there is now a Reed co-member on the board of Trustees.

With Reed's help, Ethiopiaid has been able to keep its overheads low, with support contributing to the charity being able to raise enough funds to provide over **£1.9m in grants to local organisations in Ethiopia, directly supporting 222,569 people.**

To learn more about Ethiopiaid, please view the 2024-25 Impact Report [here](#).



Reed Foundation Charity Raffle

Reed will champion philanthropy.

To celebrate Sir Alec's 90th birthday and the 65th year of Reed being in business, the trustees of The Reed Foundation agreed to a one-off initiative for 2024/25 where 52 co-members were randomly selected over the course of a year, each receiving the opportunity to donate £10,000 to a charity of their choice. The Reed Foundation is the largest shareholder of the Reed Group, which owns 18% of the company and exists to make donations to charities.

Here are some examples of the charities supported, alongside personal stories from our Reed co-members:

Final Straw Foundation

"I live and work by the sea, so spending time on the local beaches is the norm for my family. Being able to support a charity that supports my local community and environment is hugely important to me."

Millie Yeoman, Reed in Partnership



You Okay Doc?

"One doctor dies by suicide every three weeks in the United Kingdom and You Okay Doc was founded to help those who are there for us during our greatest times of need by providing doctors and healthcare workers with mental health support."

Beckie Sizer, Reed Online



Reed Foundation Charity Raffle

Little Miracles

"We suddenly lost my Auntie with no warning, which sadly left behind her little girl. Little Miracles supported my family through counseling sessions, helping with important paperwork and providing Christmas gifts. They are truly amazing at what they do, and our family will be forever grateful".

Jade Rossell, Reed in Partnership



THE **Jack Loneragan** FOUNDATION

The Jack Loneragan Foundation

"I nominated this charity for young people because kids with financial limitations often have few opportunities for a musical education. This charity's work gives children the gift of music, which is truly the gift of hope, healing and connection."

Gadadhar Singha, Reed Online

North Solihull Foodbank

"My son completed his Duke of Edinburgh award a couple of years ago, and this is the organisation he chose to support. We saw firsthand the impact of those donations. It is a local foodbank so I really do feel this amount will have a huge impact on them."

Theresa Robinson, Reed Specialist Recruitment



Sir Alec Reed £1m prize

Reed will champion philanthropy.

The Sir Alec Reed Prize took place in December 2024, where a £1m grant was awarded by the Reed Foundation to a charity that supports young people (16-24) experiencing poor mental health to secure or keep employment.

More than 20 charities were invited to take part in the initiative, with the eventual winner being decided by an expert panel including young people and mental health practitioners.

The winner of the £1m was UK Youth, a leading youth work charity in the UK that provides life-changing support to young people across the country.



Alex Chapman, Chair of the Reed Foundation, said: "Statistics show that young people who are experiencing poor mental health are more likely to be out of work than their healthy peers. With the number of young people experiencing poor mental health rising, myself, the trustees and Sir Alec felt very strongly that this was something we wanted to address, and support, through the Sir Alec Reed Prize."





Big Give was founded by Sir Alec Reed in 2007, and 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 Christmas Challenge is the UK's biggest collaborative fundraising campaign, which champions a wide range of charitable organisations over a seven-day match funding period, in which charities from across the UK and the world are supported.

In 2024, Big Give completed its largest and most successful Christmas Challenge yet, raising **£44.7m** for charitable causes.

The Reed Foundation provided **£2.5m** in funding to the 2024 campaign.



Since its inception, Big Give has raised over **£365 million** for 20,094 charity projects.

You can read more about Big Give's story [here](#)

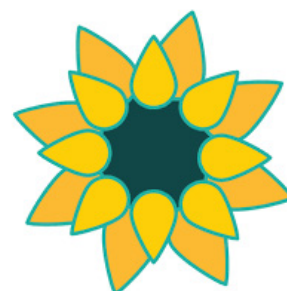
Reed Foundation and Big Give

Reed will champion philanthropy.

The Reed Foundation has donated over £6.7m to Big Give since 2019, which has in turn doubled the difference for thousands of charities across the UK and the globe. Here are some examples of charities recently championed by the Reed Foundation in the 2024 Christmas Challenge:

Lewis-Manning Hospice **Total raised: £88k**

"I would like to say a huge thank you to the Reed Foundation for your generous pledge. The money we raise will go a long way in helping our Bereavement team provide support to patients, families, carers and children at a difficult time in their lives."



Tomorrow's Warriors **Total raised: £16k**

"As our match fund champion for our recent Christmas Challenge, you helped us to raise an astonishing £16k. Thanks to you, in 2025, we will use music as a catalyst to engage with disenfranchised young people to embark on new, inspiring creative journeys."

FoodCycle **Total raised: £43k**

"Our thanks to the Reed Foundation for championing FoodCycle's Big Give Christmas Challenge. These funds will ensure we can continue dishing out healthy, hot 3-course meals and a warm welcome to over 3,600 hungry and lonely people a week over the winter months."



Launch of PhilCo movement

Reed will champion philanthropy.

The PhilCo movement was launched in 2024 by our Chairman and CEO, James Reed CBE, to offer businesses a different approach to capitalism.

The Reed Foundation is the largest shareholder of the Reed Group, owning 18% of the business. The PhilCo movement aims to encourage other businesses to commit at least 10% of their shares to a charitable foundation, to generate long-term, sustainable philanthropy and create positive change.

PhilCo will become a recognised accreditation that businesses can use to signal a different type of approach. As companies see the benefits, the movement will grow.

If you are interested in becoming a PhilCo, or would like to learn more about the movement, please [click here](#).

"I believe it's time to give capitalism a good name again. The philanthropy company movement is about changing the DNA of businesses and changing the world around us. And the great news is that doing good is good for business. I call it Karma Capitalism."

James Reed CBE, Chairman and CEO of Reed

PhilCo



●●● Caring for our planet

We fundamentally believe being a champion of the environment is essential to our core purpose. How can we continue to improve lives through work if the climate crisis continues?

Maintaining and enhancing the natural environment for future generations is also economically beneficial, through maximising efficiency in our consumption and reducing our waste. This is why Reed has put in place environmental pledges and commitments in order to solidify our goal to reach net zero, and to become climate positive.

Pledges and commitments

This section of the report focuses on Reed's third sustainability pillar, caring for our planet, detailing the work of Reed Environment and Big Give's Green Match Fund. Our environmental and emission reduction pledges and commitments are detailed below, and can be found in the Reed Global Environmental Policy.

Reed will reduce our scope 1 and 2 emissions (direct and indirect) by 30% by 2030.

- We will reduce our natural gas consumption with electricity supply.
- We will ensure all electricity contracts under our control are from verified, renewable sources.
- We will develop a pragmatic sustainability plan with our property team.

Reed will reduce our scope 3 emissions (value chain) by 50% by 2030.

- We will continuously improve the way we support and guide co-members on sustainable travel.
- We will use guiding principles to ensure businesses we work with are having a positive impact.
- We will provide co-members with the necessary guidance and facilities to minimise their waste, and actively reduce our single use plastics.
- We will continue to improve the efficiency of our digital, database, and website management across the Reed Group.

Reed will reduce our total emissions by 40% by 2030 and become climate positive by 2050.

- We will continue to support biodiversity and ecosystems through charitable contributions and reduced paper consumption.



**Caring for
our planet**



Our emissions

Reed will reduce our total emissions by 40% by 2030 and become climate positive by 2050.

Positively, in FY25 Reed has measured a total emissions reduction of 9% (190 tCO₂e), compared to the previous financial year.

This was driven by a significant reduction in scope 2 emissions, specifically electricity usage which decreased by 309 tCO₂e (26%), a result of internal campaigns, co-member engagement and a reduction in floor space.

There has been an increase in business travel, most notably employee car driving which increased by 120 tCO₂e (39%). A commercial decision to encourage more business outreach has caused this increase, although in FY26 we will be promoting the use of public transport to help mitigate this impact.

Additionally, scope 1 emissions (gas) increased by 73 tCO₂e (25%) in FY25. This is largely due to changes in emissions calculations and more accurate reporting methods.

Are we on track to meet our targets?

Reed is on track to meet our target to reduce overall emissions by 40% by 2030 and become climate positive by 2050, and have already achieved an overall reduction of 29% (809 tCO₂e) from our FY19 baseline. Scope 2 emissions have reduced by 15% since 2019, and scope 3 emissions have already been cut by 46%, placing Reed on track to reach our reduction targets.

What are scope emissions?

Scope 1 (direct emissions): emissions from sources owned by or controlled by Reed

Scope 2 (indirect emissions): emissions associated with the purchase of electricity, steam, heat or cooling

Scope 3 (indirect value chain emissions): emission arising from upstream and downstream activities

Click [here](#) to view our **Environmental Policy**

In January 2025, the updated Reed Global Environmental Policy was published, containing new and updated targets that demonstrate our continued commitment to reduce carbon emissions, achieve our environmental pledges, reach Net Zero and become climate positive.



Planting trees

In 2012, Reed planted 6,000 trees in Wiltshire and Oxfordshire to mark the Queen's Diamond Jubilee, with 70,000 more planted in 2022. This directly shows Reed's commitment to care for our planet, improve the natural world, and increase biodiversity.

Beehives

Beehives containing 20,000 bees were installed on the roof of the Reed Online office in Covent Garden in 2017. Bees are a crucial part of our ecosystem, and provide a vital pollination service that ensures the sustainability of the natural environment.



Electric dreams EV scheme

In 2022, Reed introduced the electric dreams EV scheme to support co-members with sustainable travel and reduce our carbon footprint, the first UK recruitment company to do so.



Sustainability award

In 2023, Reed Online won the 'Best Use of Sustainability Engineering in a Project' in the DevOps Awards.

Our environmental achievements

Earth Raise sponsorship

In April 2025, Reed sponsored the Earth Raise launch event, formerly known as the Green Match Fund, which is the biggest environmental fundraiser in the UK.



Reed Environment

Launch of Reed Environment in 2023 and partnership with Oxford Energy Academies in 2024 to help build the UK's green workforce.



Green Match Fund: £1m donation

We will continue to support biodiversity and ecosystems through charitable contributions.

The Green Match Fund, run by Big Give, is the UK's largest collaborative environmental fundraising campaign. For one week, donations to participating environmental charities are doubled. In 2025, the Green Match Fund **raised a record-breaking £8.1m** for the preservation and protection of the natural environment.

The Reed Foundation pledged **£1M to the Green Match Fund** this year, directly supporting 50 environmental charities including Surfers Against Sewage, Friends of the Earth, The Wildlife Trusts, Rewilding Britain, Action for Conservation and many more, representing Reed's commitment to tackling the climate crisis.



Green
Match
Fund

BigGive

Earth Raise: Reed sponsorship

On World Earth Day 2025, Reed was proud to sponsor the launch event of Earth Raise (formerly the Green Match Fund).

The event in East London included a panel discussion with Reed's Chairman and CEO, James Reed, as well as performances from the amazing Jacob Alon, Aisling Bea, and Declan Mckenna. Key Reed clients such as KPMG attended the event. Earth Raise Live will take place in April 2026, becoming the landmark annual environmental campaign in the UK and raising millions more for our planet.

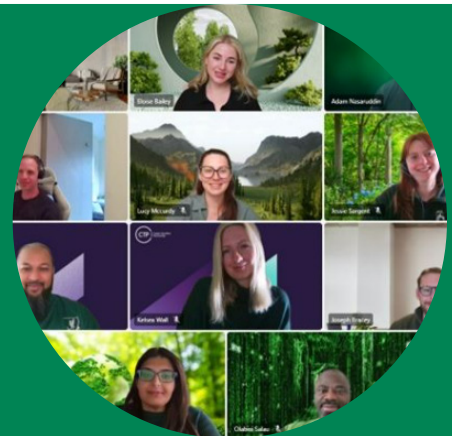


At Reed, we understand that as a service-based business, our activity has a relatively low impact on the environment. Funneling resources into dedicated environmental charities is more likely to create long-term action to help drive positive change.

●●● #ReedIsGreen

To coincide with World Earth Day in April 2025, and to support Big Give's Green Match Fund, we launched the #ReedIsGreen initiative across the Group to champion vital environmental charities and create stronger ties between Big Give and the Reed business.

Co-members were encouraged to wear green, donate to the Green Match Fund, and to post on social media to raise awareness for environmental causes. Here are some examples of posts from teams across the Reed business!



Charities supported by co-members

Nicola Simmons donated to Dorset Wildlife Trusts Trees for Tomorrow campaign:

"I asked my teenage son for his input. He wanted something that would make a difference now and in the future. The Trees for Tomorrow campaign aims to plant 6,000 native trees to restore precious habitats and boost biodiversity in Dorset. A small step, inspired by the next generation."

Raised £44,900 in the Green Match Fund



Katie Johns donated to Friends of the Earth:

"I donated to Friends of the Earth who are running a campaign to stop UK companies putting profit over planet. They are introducing an Act that would protect against the destruction of forests worldwide".

Raised £223,599 in the Green Match Fund



Friends of the Earth

Reed Environment & Oxford Energy Academies

Reed Environment launched in 2023 and remains steadfast in its mission to support the UK's transition to Net Zero.

Addressing the UK green skills gap

Reed Environment has partnered with OEA, an independent training provider with facilities in Cambridgeshire and Oxfordshire. Together, we are training hundreds of apprentices and upskilling existing tradespeople in key renewable technologies, including air source heat pumps and solar photovoltaic (PV) systems. We are also delivering skills bootcamps across both OEA sites to equip workers with the practical skills needed to support the UK's low-carbon transition. **In FY25, we helped over 1,500 people improve their green skills.**



Domestic retrofit innovation

Reed Environment is also delivering the Suffolk Energy Efficiency Assessment (SEEA) scheme on behalf of Suffolk County Council. This pioneering initiative offers free domestic retrofit assessments to homeowners across the county. Each assessment provides a tailored report outlining the most effective measures to improve energy efficiency, reduce carbon emissions, lower household energy costs and enhance home comfort.

The SEEA scheme is among the first of its kind in the UK to focus on owner-occupied homes, as most public funding to date has targeted social housing. In its first six months, the programme has exceeded expectations, completing nearly **300 property assessments** – ahead of all initial forecasts.



Our farm

Located in the heart of Oxfordshire and spanning over 1,500 acres is our farm, Juxon. The farm was an investment by our founder, Sir Alec Reed.

The farm consists of around 520 acres of arable land and contracts out a further 1,300 acres, with approximately 400 acres of woodland and 100 acres of grassland. The main crops grown are wheat, barley, oil seed rape, peas, and spring barley.

Sustainable activity on the farm includes:

- Enhancing wildlife by growing wild bird feed and producing habitats for animals to live in, including grey partridges, owls and small mammals
- Control traffic system, using high tech GPS equipment to limit the traffic heavy farm machinery that can damage the soil
- Straw chopping and spreading rather than baling and selling, which allows us to add the carbon, organic matter back to the soil
- Adding as much organic matter when and where possible to reduce the use of manmade fertiliser
- Carbon sequestration* through agriculture (growing crops such as wheat and barley)

We recognise that it is important to consider new ways to make farming more environmentally sustainable, therefore in the future we are looking at installing PV array (solar panels) on the grain store roof as a form of renewable energy, as well as introducing rainwater harvesting which is a sustainable way of managing our natural resources.

*carbon sequestration is the process of capturing and removing carbon dioxide from the atmosphere. When crops photosynthesize to produce food they remove carbon and create oxygen, meaning that carbon is sequestered into the soil (Energy.gov).





●●● Governance

Global board composition

The global board comprises of seven directors including Reed's Chairman and Chief Executive, James Reed.



James Reed CBE, CCMI, FCIPD, MBA, MA **Chairman and Chief Executive of Reed**

James Reed is the Chairman and Chief Executive of Reed. He was appointed Chief Executive in 1997 and became Chairman in 2004 when he took over the role from his father, the founder of the Reed Group, Sir Alec Reed. He was awarded the CBE in the 2023 New Year Honours List for services to business and charity. James is a regular media commentator on work and labour market issues, with recent appearances including BBC News, Sky News, BBC Radio 2 and BBC Radio 4. He has contributed insight to a wide range of publications including the Financial Times, Harvard Business Review and The Sunday Times.

James is also a best-selling author of five books, *Life's Work: 12 Proven Ways to Fast-Track Your Career*, *The Happy Recruiter: The 7 Ways to Succeed*, *The 7 Second CV: How to Land the Interview*, *Why You?: 101 Interview Questions You'll Never Fear Again*, and *Karma Capitalism*. He also co-authored *Put Your Mindset to Work* with Dr Paul Stoltz. James has an MA in Philosophy, Politics and Economics from Oxford University, an MBA from Harvard Business School and is a Fellow of the Chartered Institute of Personnel and Development (CIPD).



Lewis Crowther ACMA, BA **Group Chief Financial Officer of Reed**

Lewis Crowther has served as the Group's Chief Financial Officer since being appointed to the Board in 2022. Lewis joined Reed in 2006 on the Reed Graduate Training Scheme and held a series of Finance roles within Reed Specialist Recruitment, Reed in Partnership, Reed Online and in Group finance prior to his appointment to the Global board. He is a trustee of Big Give, a charity founded by Sir Alec Reed that brings together larger donors with the giving public and the charities who need them. Lewis is a Chartered Management Accountant and holds a degree in Economics and Politics from the University of York.

Global board composition



Jennifer May MSc
Chief Customer Officer of Reed

Jennifer has been part of the Reed Group for over six years and joined the Global Board in 2023 as the Group's Chief Customer Officer. Since joining Reed, Jennifer has been involved in a variety of customer, brand, sustainability and AI strategies and initiatives. Jennifer's background is within commercial organisations such as Dixons Retail, Tesco, Argos and Travelex. She holds a Master of Science in Behaviour Change from Henley Business School.



Clifford Tompsett MA, FCA
Independent Non-Executive Director and Chairman of the Audit & Risk Committee

Clifford Tompsett is a Fellow of the Institute of Chartered Accountants in England and Wales with over 40 years of experience advising companies and their boards on financial matters including financial reporting, internal controls, risk and governance. He is a former audit, capital markets and transaction partner at PricewaterhouseCoopers LLP where he worked for 37 years until he retired in 2017. More recently he has also been the Senior Independent Director and Chair of the Audit and Risk committee of Cello Health plc, Non-Executive Director and Chair of the Audit Committee of Asia Energy Impact Trust plc and three Nasdaq listed purpose acquisition companies, and a Trustee of RAFT, a medical research charity. He has an MA in Chemistry from Oxford University.



Tessa Reed
Non-Executive Director

Tessa Reed has recently been appointed to the Global Board as a Non-Executive Director. She is a Senior Sales Executive at Braze, a high-growth software-as-a-service company specialising in customer engagement. With over seven years' experience scaling revenue across North America and EMEA, she has developed expertise in building strategic partnerships and delivering business value through consultative, outcome-driven sales. Tessa is passionate about emerging technologies and applying them to unlock new value streams for businesses. She holds a Master of Arts with Honours in Archaeology and Social Anthropology from the University of Edinburgh, a Diploma in Information Technology (Computer Programming) from the Academy of Interactive Technology, and a Certificate in Disruptive Strategy from Harvard Business School Online.

Global board composition



Elaine Bucknor
Independent Non-Executive Director

Elaine is a seasoned technology executive, Non-Executive Director, and Strategic Advisor with nearly 30 years of technology experience. She has held board roles with Darktrace (FTSE), Smoothe (AIM), and Notting Hill Genesis, one of the UK's largest not-for-profit housing associations.

Currently, Elaine advises two cyber-focused companies, serves as an NED at Hoptroff, and is a strategic advisor to PwC. A former Group Director of Technology at Sky, she oversaw major technological transformations. She is now set to join the board of another FTSE business and a financial sector mutual, reflecting her broad expertise across listed, private, and not-for-profit organisations.



Adrian Moorhouse MBE
Independent Non-Executive Director

Adrian is a former Great British swimmer, who competed for the British swim team during the 80s and early 90s, winning a gold medal at the 1988 Olympics in Seoul. He retired in 1992 and transitioned into a management role within GB Swimming, subsequently moving into business and co-founding Lane4, a successful HR consultancy. Lane4 grew to over 350 people, with Adrian as MD, delivering consultancy services across 20+ countries.

In 2021 Lane4 was acquired by EY and Adrian became the Managing Partner of EY Lane4. After leaving EY in 2024, Adrian still works with a number of senior executive teams as coach/facilitator and has a long history of NED work since retiring from swimming. He is currently advising a number of leadership and culture development firms and sits within one of them, Fieri leadership, as CEO. He has now joined the Reed Global Board as a Non-Executive Director.

How we ensure good corporate governance

We are committed to good corporate governance, which we know supports the running of a responsible business and the upholding of our values.

- Our board is responsible for establishing the culture, values and framework within which Reed operates, and is responsible to stakeholders for the direction and oversight of the company to ensure its long-term success. It provides leadership, oversees strategy, ensures the necessary resources are available and sets policies, key operational initiatives and standards.
- We have a focus on future opportunities for innovation and entrepreneurship. Short-term opportunities are highlighted through board meetings, executive reporting and subsidiary company boards. Longer term strategic opportunities are reviewed through the annual strategic review process.
- For all principal decisions, we engage with and obtain feedback as appropriate from any affected stakeholder groups.
- As a family-run group of companies, we have a strong emphasis on corporate responsibility and a track record of social impact, philanthropy and sustainability.
- We have clear routes for anonymous feedback, including monthly co-member satisfaction surveys, and whistleblowing policies. Allowing for transparency and honesty in our operations.
- We have an in-house audit function which provides assurance to the board, via the audit and risk committee, about the effectiveness of internal controls, risk management and governance processes.



● ● ● Reed strategic and directors report

This section sets out how the board of directors of Reed have complied with the requirements of section 172 of the Companies Act 2006 and how these requirements have impacted the board's activities and decision making during the financial year ending 30th June 2025.

Section 172 of the Companies Act 2006 states that directors of a company must act in the way they consider, in good faith, would be most likely to promote the success of the company for the benefit of the members as a whole, and in doing so have regard (amongst other matters) to:

**The FY25
report can be
found in our
published
accounts on
Companies
House**

1. the likely consequences of any decision in the long term
2. the interests of the company's employees
3. the need to foster the company's business relationships with suppliers, customers, and others
4. the impact of the company's operations on the community and the environment
5. the desirability of the company maintaining a reputation for high standards of business conduct
6. the need to act fairly between members of the company.

These duties are designed to ensure that directors act in such a way as to promote the long-term success of the company by delivering and creating sustainable shareholder value as well as contributing to wider society.



Ethics and compliance

Human rights:

At Reed, we support and respect the protection of internationally proclaimed human rights by ensuring that our company is in no way complicit in human rights abuse. We have a Human Rights Policy in place which details our commitment to key societal values such as fairness, dignity, equality and respect, as well as how we protect those most at risk of harm.

Our co-members and candidates:

We proactively encourage the involvement of our co-members in any new business initiatives and ask them to consider improvements and innovations in existing business processes, systems and structures, with worthy ideas rewarded as part of recognition schemes.

We do not use forced or compulsory labour in any area of the business. We have a policy to protect our co-members and candidates who are aged under eighteen years old. We are fully compliant with minimum wage standards and pay minimum wage level or above to our co-members in all cases. In terms of our candidates, we ensure that minimum wage is adhered to in all temporary assignments. All Reed co-members are treated fairly and in line with any relevant legislation around working time, annual leave and rest periods.

View our Modern Slavery Statement [here](#).



Our suppliers:

We are committed to ensure that any organisations in our supply chain operate to the same standards as we do, through due diligence prior to on-boarding and regular audits.

Our professionalism:

We make it clear to all our co-members that the reputation and success of our company rests on the way each co-member carries out their work. We set very high standards for our workplaces, and these are aligned with the values of the company. Our candidates are also informed about professionalism and the standards required of them when they are on a temporary assignment with a client. Co-members are not permitted to offer or accept gifts or other rewards from any third party to carry out business with that third party, and all co-members are obliged to disclose any conflicts of interest that may occur during their work.

Our protection:

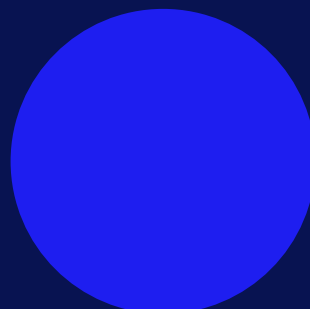
We endeavour to protect all our employees from all forms of unlawful discrimination on the grounds of sex, pregnancy/maternity, race, disability, religion/belief, sexual orientation, age, marital/civil partnership status and gender identity. We have a full whistleblowing policy and encourage both co-members and candidates to bring their concerns to the attention of management.

Internal auditing:

The internal audit function provides a critical service to ensure the commitments made by the board of directors are tested for effectiveness. The team delivers an annual audit programme, whose findings are reported directly to the global audit and risk committee. Findings are used to ensure compliance to internal processes and policies, regulatory adherence, and to drive change and continuous improvement.

Safeguarding:

Reed is committed to the safety and wellbeing of its employees and all vulnerable people, including children, that our workers come into contact with. To this end we have comprehensive safeguarding policies and procedures in place, safeguarding awareness training for all relevant employees and dedicated resources for all safeguarding matters. Our safeguarding steering committee includes a qualified designated safeguarding lead, with additional qualified safeguarding officers and a number of trained and experienced members from across our organisation. The steering committee meets regularly to review policies, procedures and training in the light of any changes to guidance or legislation, and is committed to continuous improvement.



Cyber Security

Reliable information is at the core of the services that Reed offer.



Cybersecurity directly supports the social and governance components of our sustainability strategy by protecting stakeholder interests, safeguarding sensitive data, and maintaining trust in our operations.

By ensuring the confidentiality, integrity, and availability of our information systems, we not only meet regulatory requirements but also promote a sustainable and responsible business model. Our cybersecurity measures reflect our commitment to ethical governance and the well-being of our clients, employees, and partners, thereby reinforcing Reed's dedication to creating long-term value for all stakeholders.

1. Commitment to Data Privacy and Security

We are deeply committed to ensuring data privacy and security by implementing robust security controls that adhere to both business and regulatory requirements.

2. Protection of Information Systems

We prioritize the protection of our information systems, maintaining the confidentiality, availability, and integrity of all data entrusted to us.

3. Cybersecurity Leadership

Reed has appointed a dedicated senior manager to oversee our cybersecurity management systems. This leader collaborates closely with teams across legal, compliance, risk, human resources, and facilities management to ensure a comprehensive approach to cybersecurity.

4. Policies and Standards

Our extensive suite of cybersecurity policies and procedures, which are supported by senior management, is based on recognized security standards, including ISO 27001, and Cyber Essentials Plus.

5. Governance and Oversight

The security management forum, comprising senior management and key business stakeholders, convenes quarterly to provide comprehensive oversight of our cybersecurity programs.

6. Vulnerability Management

Reed has established robust processes and utilizes advanced tools for vulnerability management to promptly identify, assess, and remediate security vulnerabilities.

7. Regular System Maintenance and Testing

Our systems undergo regular patching in compliance with Cyber Essentials Plus standards to minimize risk. Additionally, our systems are subject to independent audits, external penetration testing, and security maturity assessments.

8. Security Operations Center (SOC)

We operate a dedicated Security Operations Center (SOC) that enables us to quickly identify and respond to security incidents, ensuring continuous improvement in our security operations processes. All security logs are centralized for thorough review and monitoring.

9. Advanced Security Technologies

We deploy a range of advanced security technologies and tools across our networks to detect and alert our SOC to potential vulnerabilities and risks.

10. Data Protection Leadership

Reed has appointed a Data Protection Officer who coordinates all data privacy and protection matters, working closely with IT, business, and legal teams.

11. Future-Readiness and Emerging Technologies

Reed is committed to being future-ready by staying at the forefront of emerging technologies such as Artificial Intelligence (AI). We recognize the potential of AI and other advanced technologies to transform our business processes and enhance our cybersecurity measures. By investing in AI-driven security solutions, we are improving our ability to detect and respond to threats more effectively and efficiently. Our approach to cybersecurity includes continuous learning and adaptation to new technologies, ensuring that we remain resilient and prepared to handle the evolving threat landscape.

Data privacy

Data is extremely important to Reed and the services we offer, we therefore take our responsibility in regard to data privacy and cyber security very seriously. We are committed to effective data management and innovation that incorporates privacy by design.

Reed has a data protection officer who oversees our data governance framework, with the support of our compliance, legal and IT security teams.

Training:

All co-members are required to complete regular data protection training. This training includes:

- Data protection legislation and how this relates to our business operations
- Reed's data and security breach response
- Individual responsibilities with regards to data protection

Awareness is also raised via our internal network by providing regular security and data updates, as well as tips to keep our business safe and secure.

Audit & Compliance:

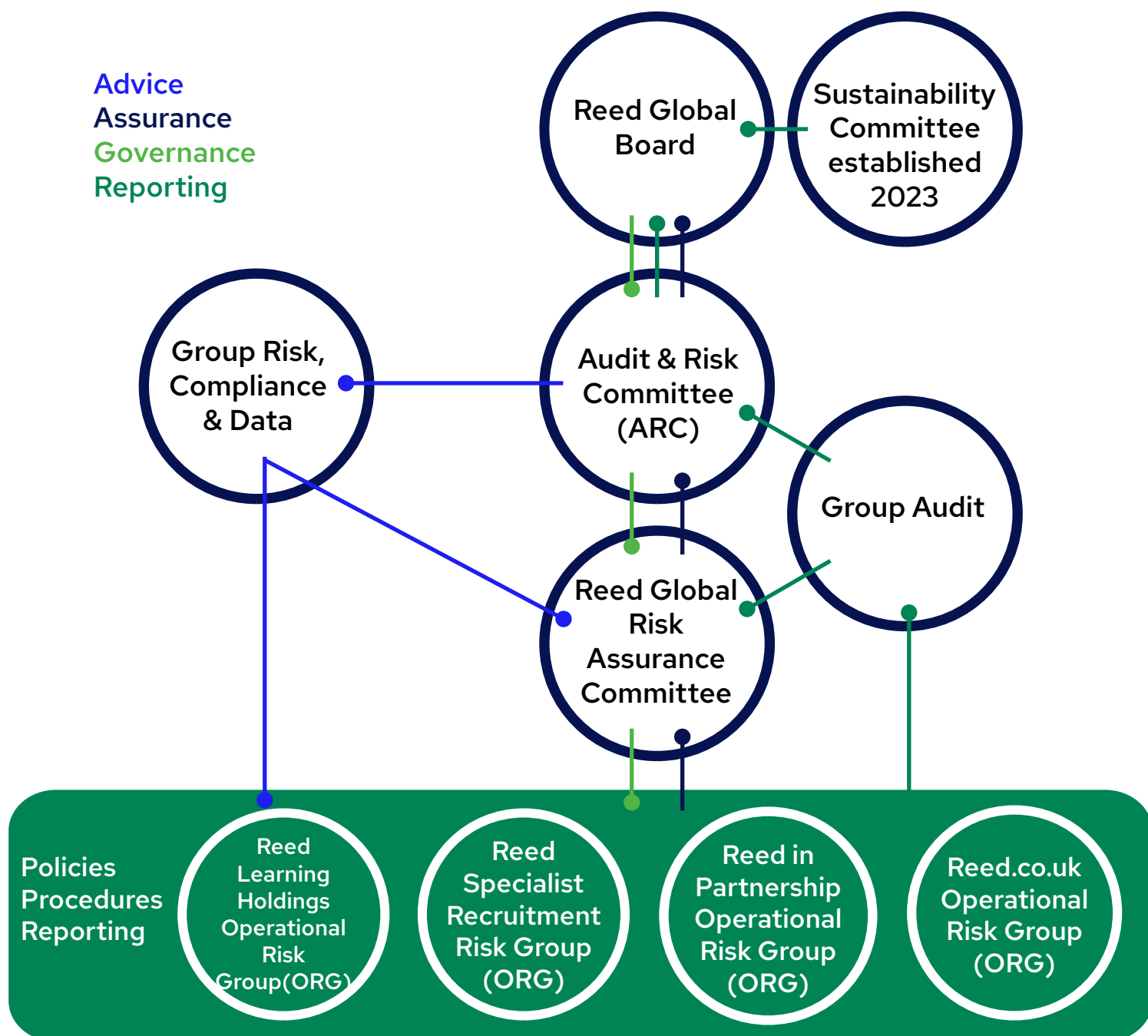
Compliance to regulatory requirements such as GDPR and PECR are internally audited annually. Results are reported to and discussed at the audit and risk committee. Any actions or improvements are reviewed within the next audit.

Compliance to the information security management standard, ISO27001, is regularly audited at least twice a year, both externally and internally.



Risk management

We have developed robust procedures to identify, monitor and manage risk via a risk assurance committee, which meets quarterly and receives reports from the subsidiary companies on any emerging or established risks which are considered to have an impact on stakeholders or may impact our business objectives.



Sustainability Committee

In FY24 the Reed Group established a Sustainability Committee, whose core purpose is to make key decisions and drive forward our sustainability strategy. The Committee reports into the Reed Global Board, with the first meeting taking place in November 2023. Sustainability Committee meetings have and will continue to take place on a quarterly basis.

The Committee is sponsored by Reed's Chairman and Chief Executive, James Reed, and chaired by Jennifer May, the Chief Customer Officer for the Group. Other Group representatives include the Secretary, Chief Financial Officer, Director of Group Risk and Reed Screening, Head of Risk & Data Governance, Head of Property, Director of Social Impact, and Operations and ESG Project Manager.

Objectives are to:

- Identify and engage with opportunities for commercial success within the sustainability space.
- Support and drive initiatives across Reed that successfully 'improve people's lives', 'help communities prosper' and 'care for our planet'.
- Oversee stakeholder engagement around sustainability matters.
- Be decision makers on environmental and social opportunity investment for the Group.
- Identify and assess emerging and inherent environmental and social risks across the Group.
- Monitor, evaluate and plan for upcoming changes in environmental and social related legislation.
- Ensure there is centralisation of appropriate processes, procedures and policies for environmental and social issues at Group-level which can then be filtered down to subsidiary level, with considerations over relevant operations and activities.
- Identify, articulate and oversee sustainability targets and commitments on a regular basis.
- Evaluate opportunities to support the development of Reed's philanthropic initiatives.

What's next?

Reed is committed to the continuous improvement of our sustainability impact in FY26 and long term we will be developing our strategy further to improve people's lives, help communities prosper, and care for our planet.

Here is some of the social and environmental activity that we have coming up in the next year:

- We will grow the 'PhilCo' movement, and encourage the prioritisation of purpose-led business.
- Reed Environment will continue the work with Oxford Energy Academies to develop the UK's green skills workforce, an important emerging sector.
- #ReedIsGreen will take place again in April 2026, to continue raising awareness for vital environmental causes.
- Reed in Partnership will continue to build the Community Connect initiative, and encourage more co-members to get involved in local volunteering to support their communities.
- Big Give has a number of campaigns coming up in 2025/26, including the Christmas Challenge and Earth Raise Live, with the Reed Foundation continuing to provide support.



Conclusion

Thank you for taking the time to read this report and allowing us to share our FY25 impact on people, communities and the planet.

The report will be updated on an annual basis, to give key updates on our social and environmental activity, demonstrate how we have progressed as a business, and to outline what's next on our sustainability agenda.

We recognise that improving our sustainability approach within the business is a journey. We aim to continuously develop, not because we are legally required to do so, but because it is the right thing to do.

If you have any questions regarding the information held in this report, please reach out to **Anna Chaytor**, Operations and ESG Project Manager at Anna.Chaytor@reed.com.



