

PEOPLE FOR GOOD

PROJECT B CORP CERTIFICATION 2024

Off to Work views having a **robust ESG** policy as paramount, ensuring an all-round positive impact from our operations, and has begun the process of working towards a **B Corp Certification**.

WHY B CORP?

A commitment to consistently operating in the right way

Alignment with the values of team members

A clear message to prospective clients and team on our business ethos

Supporting our clients in winning business on ESG criteria

Attracting and retaining the right talent for future growth



We are utilising B Lab's **Impact Chart** as a framework for change, making sure that all parties are considered within our business practices:



GOVERNANCE

mission and engagement; ethics and transparency

WORKERS

financial security; health, wellness, and safety;
career development; engagement and satisfaction

COMMUNITY

diversity, equity, and inclusion; economic impact;
civic engagement and giving; supply chain management

ENVIRONMENT

environmental management;
air and climate; water; land and life

CUSTOMERS

customer stewardship, customer experience

GOVERNANCE

Responsibility

Need to make timely and commercially correct decisions

Accountability

Need to be able to justify decision making taking ESG into consideration

Awareness

Need to be aware of the Market, Risk & Opportunities to aid decision making

Impartiality

Ensuring decisions are made for the success of the business rather than any personal favouritism or gain

Transparency

Clear communication to all those impacted by decisions.

WORKERS

A commitment not only to profit but to our planet and people

Reviewing the **financial security and benefits** for our team including an annual salary review and review of the hourly rate for Casual Team Members

Additional benefits including Company Bonus Scheme, Enhanced Sick Pay, Referral and Retention bonuses, and mobile phone bill repayment

Encouraging a **healthy lifestyle** for our team, with access to a digital GP and mental health counselling

Ensuring people feel supported with **career development** with structured career progression, equal opportunities and access to training budget

Championing the workforce of the future with careers open days for our casual workforce

Measured by regular feedback and pulse survey



COMMUNITY

Championing equality with roll out of compulsory diversity, equity, and inclusion (DEI) training for all team members

In-house DEI committee established

Increased civic activity with charity
Only A Pavement Away

Team members to have one paid day off for civic engagement



ENVIRONMENT

MINIMISE:

review suppliers, recycle uniform, fair-trade suppliers

REDUCE:

Initiatives like “think before you print”, review single-use plastic, Implementing energy saving initiatives

EDUCATE:

“Sustainability in Catering e-learning module

Continued partnership with **Ecologi** with **8,661 trees planted** and 544.95t of carbon reduction



7 day a week office support as standard, with night-time service available for an industry that rarely sleeps.

People first. We embrace technology for improved productivity, but this is nothing without the wealth of first-hand knowledge from our dedicated and specialist account managers.

Transparency with charge rates, always promoting enhanced pay rates for those in entry level positions

Industry specialist training academy available at discounted rates to our client network

Clients invited to partake in our assessment days, with **custom-made training programmes** developed as needed

We celebrate the best of the industry through initiatives like the Event Photography Awards and the world's most celebrated events in Sports, Media, Fashion, Arts and Culture.

Specifically designed and agreed **service level agreements** making sure that our team and our clients know what to expect and can plan their lives accordingly.

Discounted fees for purpose driven enterprises & consultancy free of charge for events and campaigns benefiting environmental and social causes.

We work closely with our clients on **continuously improving** our combined social, economic and environmental impact benefiting not only our businesses but also the greater community and all stakeholders.

In sharing our values and goals, we're always looking for ways to improve every aspect of how we work, and how that in turn **positively impacts the world** we live in.