**Our purpose and mission**

With **people** at the heart of what we do we’ll deliver **services** that satisfy all of our **customer** needs, creating **value** and using **technology** to deliver our customer-centric approach.

Our ESG strategy underpins NC Associate's activities and ensures we actively integrate business ethics, compliance, people and culture, and community involvement, in all that we do for our clients, candidates and other stakeholders. We are committed to making our business sustainable over the medium to long term, including our commitment to achieve Net Zero by 2050.

**How we assess ESG**

NC Associate’s senior leadership team conduct an annual ESG assessment against a range of specific criteria to understand the company's current position in relation to ESG, before then going on to map out our target position one year ahead. Where differences exist and we believe improvements can be made, actions are outlined in our assessment report, with action owners appointed and due dates agreed.

This systematic process of ensuring all aspects of ESG are considered properly permits a good degree of confidence in our ongoing reporting. This annual ESG statement is one of the outputs of this process, and once approved by the Board, is published on the company website.

**NC Associates 2022 ESG assessment score**

Having completed the assessment on 7th November 2022, NC Associates ESG scores were as follows:

|  |  |  |
| --- | --- | --- |
|    | **Current score**  | **Target score**  |
| Environment  | 40.00%  | 73.33%  |
| Social  | 87.50%  | 90.83%  |
| Governance  | 61.82%  | 83.33%  |
| **Overall ESG rating**  | **63.11%**  | **82.09%**  |

**Our key ESG actions**

1. **Environment**
2. Complete Carbon Reduction Plan (factor E3.1.1)
3. With carbon emissions now being monitored, we will introduce additional controls to limit and reduce emissions wherever possible. (factor E3.1.2)
4. We will encourage and inform workers so that they are better equipped to recycle, and improve their awareness of recycling and its importance. (factor E7.2)
5. **Social**
6. We will investigate whether it's a requirement for us to report on (internal & external) diversity issues, and if it is, incorporate this in to our regular reporting cycle. (factors S1.1.4 and S1.2.4)
7. We will review the current mix of benefits offered to our (internal) employees. (factor S1.1.8)
8. We will explore beneficial technology and R&D activities, where appropriate. (factor S7.1)
9. **Governance**
10. We will publish an ESG statement on the company website, including the values and principles we adhere to. (factor G1.2.1)
11. We will ensure annual ESG assessments take place and will be reported via Divisional CEO to the Group Board. (factor G1.3.1)
12. Add a sustainability section to the company website (factor G1.3.3)
13. We will be implementing a formal responsible purchasing policy / code of conduct for suppliers, including ESG criteria, within the next 12 months. (factor G3.3)