For 35 years, SThree has connected the brightest STEM talent with the organisations at the forefront of some of the greatest advancements in human history.

ESG embedded in our strategy
Our long-term commitment to the environment, society and corporate governance has laid the foundations for our newly refreshed ESG Strategy which was implemented in 2020.

We empower candidates, clients, suppliers and community partners to contribute to at least 14 of the 17 Sustainable Development Goals, and our own ESG strategy aligns to the six where we can have the biggest impact.

Our purpose:
Bringing skilled people together to build the future

Our vision:
To be the best STEM talent provider in the best STEM markets

Our operating principles:
- Build trust
- Care then act
- Be clear then aim high

Building a greener future
2,051 tonnes of CO2e in 2020
See our SECR Report
Carbon Neutral since 2012
TCFD early adoption
See our Impact Report
No. 69 in the Financial Times Climate Leaders List 2021

Building an inclusive workforce for the future
1,957 people employed by SThree
2,140 women in STEM joined our learning, development and networking events
671 people accessed our career support programmes

Building an ethical business for the future
Increased carers leave to 5 days as a response to COVID-19
Implemented additional Data Protection protocols for remote working
Supply-chain management review with improvement plan

Visit our ESG Impact Report 2020 for more information or contact Gemma Branney, Global Head of ESG at g.branney@sthree.com
SThree PLC, 1st Floor, 75 King William Street, London, EC4N 7BE, United Kingdom. Registered company number: 3805979
# ESG Successes in 2020

**Target**  
To positively impact 150,000 lives by 2024

**Measure**
- The number of people we place into decent work
- The number of people that access our community outreach programmes
- The number of people accessing STEM career development opportunities via our candidate communities

**2020 Progress**
- 14,000 people accessed decent work through SThree placements
- 989 people accessed our community programmes
- 4,900 people accessed career development opportunities hosted by SThree

**Contributing to strategic pillars**
- Deliver sustainable value to our candidates and customers
- Find, develop and retain great people

**Doubling the share of our global renewables business by 2024**

**Measure**
- Percentage of net fees generated through renewables clients
- The number of candidates we place in low carbon roles

**2020 Progress**
- 20% growth in our renewables net fees
- Reviewed and refreshed our USA energy sector recruitment strategy to be focused on rapidly growing our renewables business.

**Contributing to strategic pillars**
- To be a leader in the best STEM markets we chose to serve

**To reduce our absolute carbon emissions by 20% by 2024**

**Measure**
- Green house gas data reported through our annual disclosure within our annual report
- The number of candidates we place in low carbon roles

**2020 Progress**
- -56% (please note the global pandemic contributed to this reduction in CO2 emissions and we need to now stabilise our carbon emissions within a more flexible environment)
- Reduced carbon intensity of our electricity consumption

**Contributing to strategic pillars**
- Create a world-class operational platform through data, technology and infrastructure

**We aspire to increase gender representation at leadership levels to 50/50 by 2024**

**Measure**
- The number of women within leadership roles at every level of the business

**2020 Progress**
- 3% reduction in turnover of women
- Maintained levels of women represented across leadership roles

**Contributing to strategic pillars**
- Find, develop and retain great people

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This is underpinned by our corporate strategy and targets, and is governed by an ESG Committee which includes our Chair, CEO and CFO.