

# ESG at SThree



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

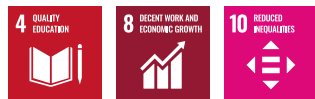


**Supply-chain management review** with improvement plan

# ESG Successes in 2020



Target	To positively impact 150,000 lives by 2024	Doubling the share of our global renewables business by 2024	To reduce our absolute carbon emissions by 20% by 2024	We aspire to increase gender representation at leadership levels to 50/50 by 2024
Measure	<p>The number of people we place into decent work</p> <p>The number of people that access our community outreach programmes</p> <p>The number of people accessing STEM career development opportunities via our candidate communities</p>	<p>Percentage of net fees generated through renewables clients</p> <p>The number of candidates we place in low carbon roles</p>	<p>Green house gas data reported through our annual disclosure within our annual report</p>	<p>The number of women within leadership roles at every level of the business</p>
2020 Progress	<p><b>14,000 people</b> accessed decent work through SThree placements</p> <p><b>989 people</b> accessed our community programmes</p> <p><b>4,900 people</b> accessed career development opportunities hosted by SThree</p>	<p><b>20%</b> growth in our renewables net fees</p> <p>Reviewed and refreshed our USA energy sector recruitment strategy to be focused on rapidly growing our renewables business.</p>	<p><b>-56%</b> (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)</p> <p>Reduced carbon intensity of our electricity consumption</p>	<p><b>3%</b> reduction in turnover of women</p> <p>Maintained levels of women represented across leadership roles</p>
Contributing to strategic pillars	<p>Deliver sustainable value to our candidates and customers</p> <p>Find, develop and retain great people</p>	<p>To be a leader in the best STEM markets we chose to serve</p>	<p>Create a world-class operational platform through data, technology and infrastructure</p>	<p>Find, develop and retain great people</p>



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