



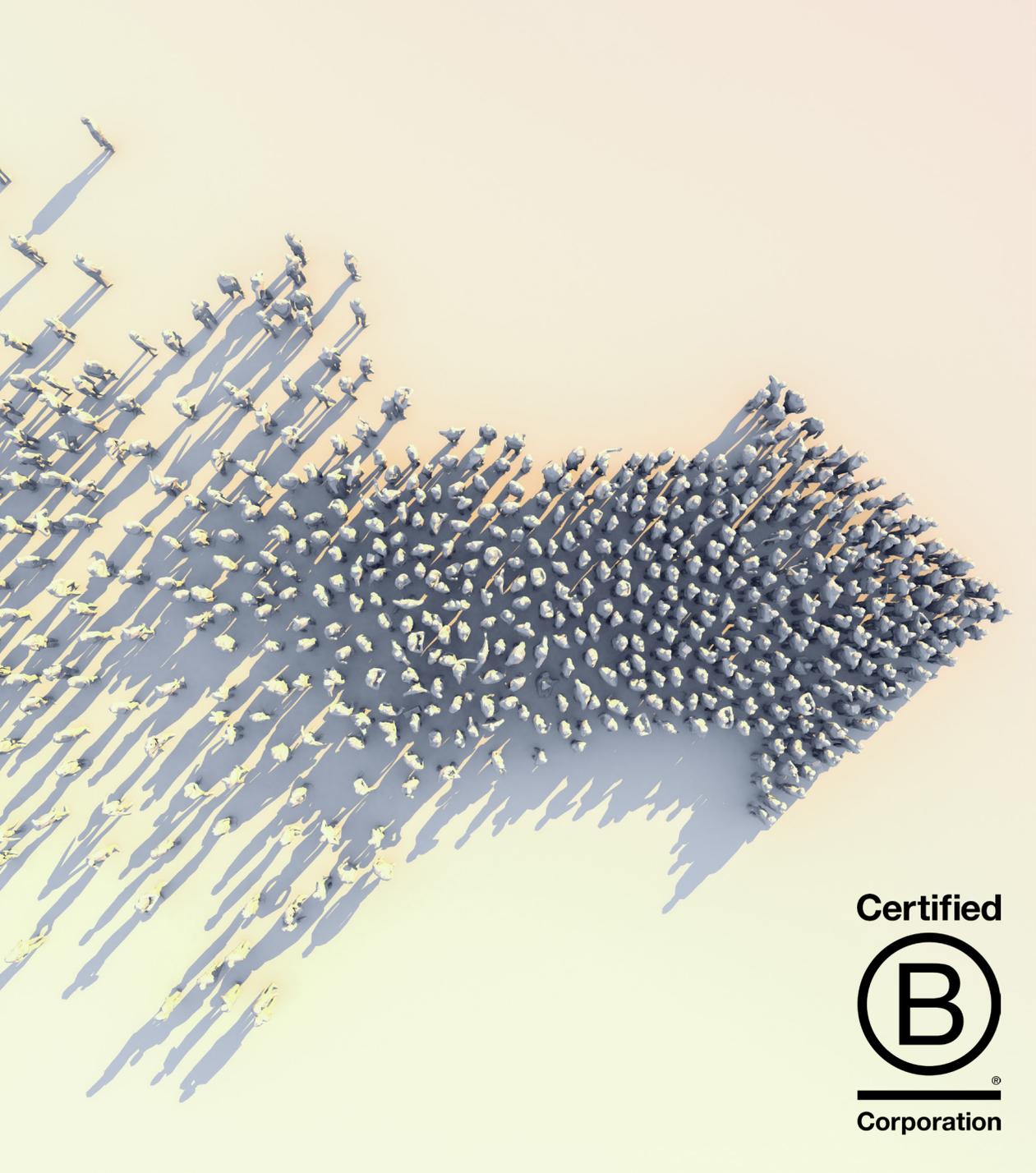
B Corp Impact Report



Certified



Corporation



tml Partners is proudly B Corp certified

We fundamentally believe in business as a force for good. Acting with purpose that is beyond positive intent. But creating environment and social impact that can be assessed and continually improved as a business KPI, just like profit.

This commitment is deeply embedded in our values - the basis on how we conduct ourselves, our business and our role within the community.

We use the term, 'Environmental, Social & Governance', or 'ESG' for short, to demonstrate every aspect of our responsible approach to business conduct and our interactions.

Within tml Partners, we have working committees, dedicated to furthering our ESG efforts. We have set ourselves ambitious ESG targets and we maintain and implement effective ESG initiatives in the hope of inspiring others to do the same.

View our B Corp Impact Assessment and Certification [here](#).

At tml Partners we focus our ESG on four pillars:



Our Community



Our Environment



Our Colleagues



Our Governance

Community

We pledge at least 5% of our time and resources to civic engagement, pro-bono and charitable projects.

City Gateway

In 2020 tml Partners formed a partnership with City Gateway, a charity that exists to give everyone the equal chance to change the future. With a vision for everyone to reach their full potential, is not defined by their past or by the place a person starts.



City Gateway works with young people and vulnerable women who are not in education, employment or training (NEET), providing skills development courses, work based training, placements and apprenticeships.

tml Partners has been working with City Gateway's Development Director to devise a partnership to assist the charity and the people they work with on three main areas on an ongoing basis:

- 1.Coaching City Gateway staff: Our consultants work with City Gateway coaches on CV writing and interview skills
- 2.Workshops for students:We provide workshops on CV writing, interview skills, job searching and developing a personal brand through social media for work-ready students.
- 3.Exploring apprenticeship opportunities: in the future we aim to work with our clients to deliver opportunities for apprenticeships across a broad range of industries.

Community

Resurgo

tml Partners developed a partnership with Resurgo in 2021 following the COVID-19 pandemic, to offer direct support on their industry leading Spear Programme.



Resurgo are an organisation that connect, envision, train and support people to transform society together through high impact scalable enterprises. They work closely with young people from disadvantaged backgrounds, magnifying issues such as social exclusion, isolation and mental wellbeing.

The Spear Programme, an initial 6 week course, that 'ignites a vision of the possible' in unemployed 16-24 year olds. The programme tackles attitudinal and practical barriers that often prevent young people from difficult backgrounds getting into work, and is followed by a full 12 months of support for each trainee.

tml Partners award sponsorship grants to the learners and support Resurgo by:

1. Conducting mock interviews with trainees so that they can gain a realistic view experience of an online interview. We will provide participants with realistic feedback to help them improve, whilst also giving trainees an opportunity to practice how to communicate effectively online and answer standard questions.
2. Participate in external panel sessions to allow an open forum for Q&A, to allow participants to learn about different careers and routes into a variety of industries. Sharing our insight a profession in marketing or recruitment, our journeys through our careers and what we have overcome to get there.



Environment

We recognise that we have a responsibility to the environment beyond legal and regulatory requirements.

We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same.

To make a lasting transition to a low carbon, or even a carbon positive economy, we agree that the first three types of climate action hold the most promise. Our primary goal is to the following:

Reduce Directly

- To eliminate or reduce our consumption of inputs that cause emissions by using fewer inputs or using them more efficiently.
- We have set targets to reduce our electricity and water consumption, to improve our recycling.
- We will ensure 100% of our office electricity supply continues to come from renewable sources.
- We have established policies for Environmental Stewardship for our employees and their home offices, and monitor and promote improvements via our partnership with Giki Zero.



These climate actions occur within our business (our “four walls”) and directly reduce scope 1 and 2 GHG emissions.

Reduce Indirectly

- Purchasing and using inputs that emitted few, or fewer, emissions in the course of their production (low carbon fuels).
- We encourage our suppliers to eliminate or reduce their consumption, and monitor this commitment within our annual supplier engagement survey.
- These climate actions occur outside of our business (our “four walls”) and can indirectly reduce our scope 1, 2, or 3 emissions.

Reduce Broadly

- Creating change that causes “reducing indirectly” (above) to be possible.
- We have championed the creation of a Fleet Street Environment Group at 160 Fleet Street. Through our efforts, we hope to encourage our neighbouring tenants at 160 Fleet Street to transition to low carbon practices and reduces their emissions.



Environment

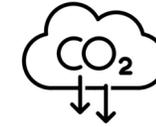
OUR TARGETS:



Renewable Energy Source
Maintain 100%



Water
Reduce by 5%



GHG Emissions
Reduce by 5%



Hazardous Waste Elimination
Maintain 100%



Electricity
Reduce by 5%



Waste Recycling
Target: 76%

Ecologi

BALANCING

In addition to our ongoing commitments to reduce our environmental impact, we also recognise in the near term, that Balancing – or buying verified emission reduction credits – has a role to play.

We have therefore purchased certified carbon credits to offset 100% of our GHG emissions via [Ecologi](https://ecologi.com/tmlpartnerslimited).

See the latest climate projects tml Partners have supported:
<https://ecologi.com/tmlpartnerslimited>



Reforestation
and project
development



Over 100% carbon
offset



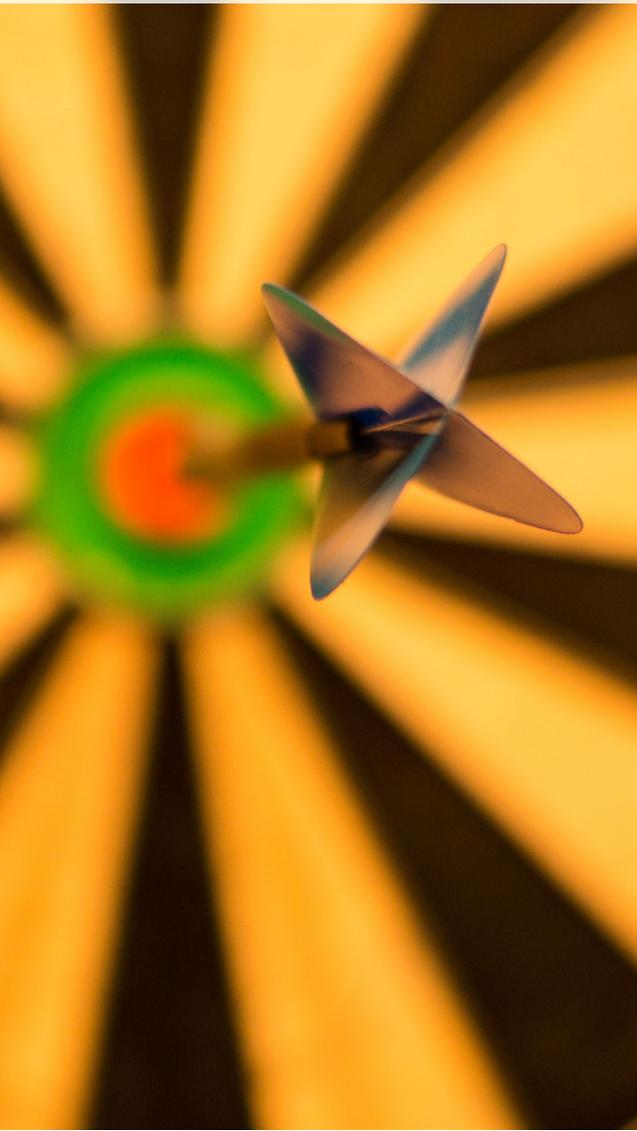
Positive climate
impact since 2021

OUR ENVIRONMENTAL POLICIES

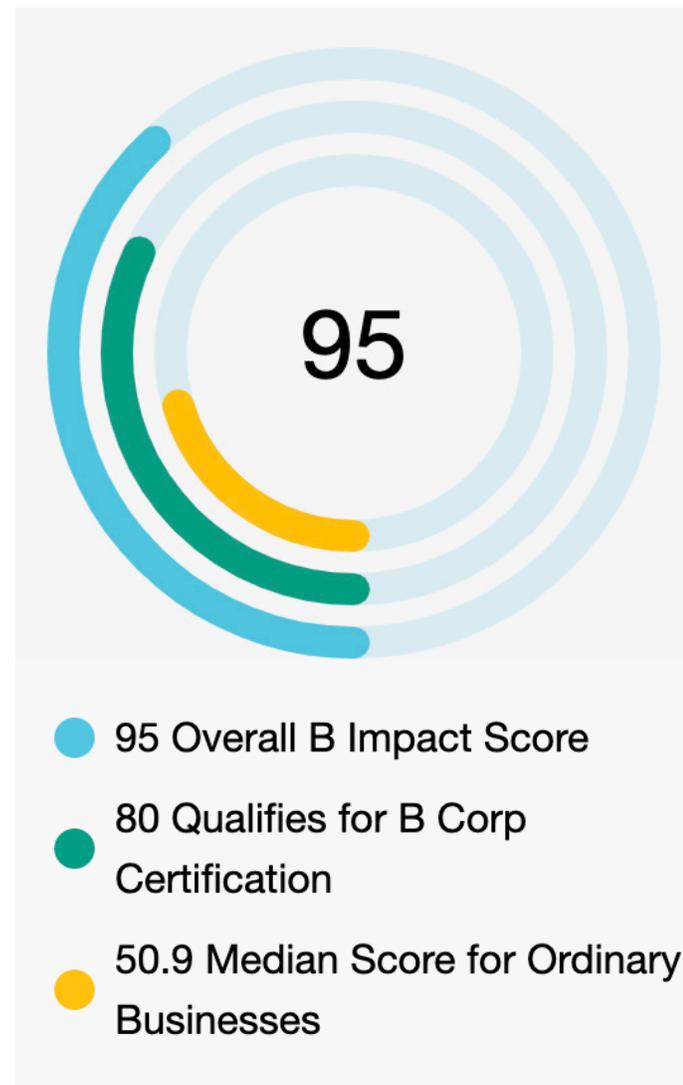
We have environmental policies in relation to:

- Paper
- Energy and water
- Office supplies
- Maintenance and cleaning
- Corporate Travel Policy
- Equipment for homeworking
- Cycle to Work Scheme

Our Targets



	B Corp Impact Scores	Targets
Governance	20.3 Mission & Engagement 4.7 Ethics & Transparency 5.5	24
Workers	36.7 Financial Security 12.1 Health, Wellness, & Safety 6.0 Career Development 6.5 Engagement & Satisfaction 7.9	41
Community	19.4 Diversity, Equity, & Inclusion 5.8 Economic Impact 7.5 Civic Engagement & Giving 3.7	24
Environment	13.5 Environmental Management 4.4 Air & Climate 4.5 Water 0.7 Land & Life 3.7	16
Customer	5 Customer Stewardship 5.0	5
Overall	95	110



View our B Corp Impact Assessment and Certification [here](#).



Sustainable development goals

Our three chosen goals are:

GENDER EQUALITY



Gender Equality

Achieve gender equality and empower all women and girls

We will consistently track and share our commitment to diverse shortlists. Giving equal opportunities to men and women, empowering women in their career journey.

QUALITY EDUCATION



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We will each commit 5% of our time to pro bono schemes, partnering with City Gateway and Resurgo to drive our commitment to education of NEET individuals and unemployed 16-24 year olds

DECENT WORK AND ECONOMIC GROWTH



Sustainable Economic Growth

Promote sustained, inclusive and sustainable economic growth, full productive employment and decent work for all

tml Partners are committed to focusing on improving social mobility and creating fairer futures through The Tomorrow Foundation. We will fund individuals through the SPEAR Programme and aid in the placement of apprenticeships.

The Tomorrow Foundation

Together, all our colleagues are committed to making a positive social impact on tomorrow's world.

The Tomorrow Foundation has a major focus on improving social mobility, creating fairer futures and creating meaningful impact on the community.

We fundamentally believe in business as a force for good. Acting with purpose that is beyond positive intent. But creating social impact that can be assessed and continually improved as a business KPI, just like profit.

So together

- We make apprenticeships and internships happen
- We partner with charities that share the same cause
- We provide pro bono learning and coaching as part of our DNA
- We volunteer time
- We mentor for careers in marketing
- We donate, fundraise and
- We provide targeted grants

All to create positive social impact and drive meaningful outcomes to *Make a Difference*.



[Click here](#) for more information on The Tomorrow Foundation.

EDI at tml Partners

Our Commitment to You

Equity, Diversity and Inclusion are of paramount importance in our work. We recognise that nurturing and sustaining diverse and inclusive talent is a proven way for companies to make smarter decisions.

As part of our Community Charter, we commit to developing diverse, equitable and inclusive work environments in our business, our clients, our suppliers and partners.

tml Partners are committed to being a diverse and inclusive recruitment partner for Marketing and Communications professionals. We pride ourselves on wanting to be a destination recruiter for candidates with diverse backgrounds.

We work closely with our clients to fully understand and meet their diversity goals and ensuring they have the right infrastructure in place to ensure each employee feels welcomed into the business and enabled to achieve their potential.

[Click here](#) for more information on EDI at tml Partners.

In the last
five years our
placement ratio
has been

41% Male :
59% Female