

UN Sustainable Development Goals Commitment 2026

job&talent



Introduction

Job&Talent (Jobandtalent UK Ltd incorporating Jobandtalent Works Ltd, Single Resource Ltd, Extra Personnel Ltd and Extra Personnel Automotive Ltd) recognises the importance of the United Nations Sustainable Development Goals (SDGs) as a global framework for addressing social, environmental and economic challenges.

As an employment business, we recognise our particular responsibility to promote **decent work, fair treatment, inclusion, responsible business practices and environmental sustainability**.

The Directors of Job&Talent UK formally endorse the United Nations Sustainable Development Goals and commit to incorporating relevant SDG priorities into our sustainability strategy, business activities and continuous improvement programme.

We will focus our efforts on the SDGs where we believe Job&Talent can make the most meaningful contribution through our business activities and relationships with workers, clients, suppliers and other stakeholders.

Job&Talent UK has identified **four priority SDGs**:

- **SDG 8:** Decent Work and Economic Growth
- **SDG 10:** Reduced Inequalities
- **SDG 12:** Responsible Consumption and Production
- **SDG 13:** Climate Action

SDG 8

Decent work and economic growth

COMMITMENT

What we stand for

We will promote **safe, fair and decent employment** and support the **rights and wellbeing** of workers engaged through Job&Talent.

ACTIVITIES

What we're doing

- promoting compliance with applicable employment and working time legislation;
- ensuring workers receive appropriate information and support regarding their employment;
- ensuring compliance with National Minimum Wage and other statutory requirements;
- maintaining processes for worker concerns, complaints and whistleblowing;
- supporting safe working environments;
- addressing modern slavery and responsible recruitment risks.

INDICATOR

How we track progress

Worker Numbers

Average numbers of workers on assignment each week

Average Salaries

Average earnings of workers on assignment each week

Worker Safety

Number of RIDDOR reportable incidents

Internal Audits

Number of audits carried out and number of major non-conformances identified

2025 BASELINE

Where we stand

The below figures are based on the calendar year of 2025

Worker Numbers

Average 12,072 workers on assignment each week

Average Salary

The average weekly earnings of workers was £396.39

Worker Safety

Site teams logged 13 RIDDOR reportable incidents in 2025

Internal Audits

- 40 audits of sites and branches were conducted
- 128 major non-conformances logged and corrective actions issued

SDG 10

Reduced inequalities

COMMITMENT

What we stand for

We will promote **equality, fair treatment and inclusion** and seek to **reduce barriers** to employment and participation in the workplace.

ACTIVITIES

What we're doing

- promoting equal treatment of workers;
- maintaining policies and controls addressing discrimination, harassment and bullying;
- supporting fair and transparent recruitment practices;
- monitoring relevant workforce and equality indicators;
- providing channels through which workers can raise concerns;
- working with clients and suppliers to promote responsible employment practices.

INDICATOR

How we track progress

Gender Split

Assess the gender representation within J&T

Equal Pay

Mean pay gap between male and female staff for JT UK

Discrimination

The number of discrimination related claims

2025 BASELINE

Where we stand

The below figures are based on the calendar year of 2025

Gender Split (April 2025)

- Internal employees - 109 male, 145 female
- Temporary workers - 6878 male, 3911 female

Equal Pay

- The Mean Pay Gap was 37.2%
- This is based on JT UK - as we control the salaries of our employees. All workers under other entities are paid under standardised rate cards so are paid the same rate for the same role

Discrimination

There were 10 claims relating to discrimination

SDG 12

Responsible consumption and production

COMMITMENT

What we stand for

We will seek to reduce the **environmental impact** of our operations and promote **responsible consumption** and **procurement** practices.

ACTIVITIES

What we're doing

- monitoring energy and resource consumption;
- reducing unnecessary use of paper and other resources through digital processes;
- improving waste management and recycling;
- considering sustainability factors within procurement and supplier management;
- assessing environmental risks within our operations and supply chain;
- promoting awareness of environmental responsibilities.

INDICATOR

How we track progress

Purchased Energy

Total energy purchased (electricity and gas)

Purchasing

Amount spent on purchasing vs turnover

Premises

Square meters of office space per employee

Paper Use

Packs of paper purchased

2025 BASELINE

Where we stand

The below figures are based on the calendar year of 2025

Purchased Energy (directly paid)

138797.83 kwh (electricity and gas)

Purchasing

£0.01 per £1 turnover

Premises

38.2m² per person (Office based employees)

Paper Use

756 boxes of paper purchased

SDG 13

Climate action

COMMITMENT

What we stand for

We recognise the importance of reducing **greenhouse gas emissions** and taking action to address climate change.

ACTIVITIES

What we're doing

- measure and monitor our greenhouse gas emissions;
- identify opportunities to reduce emissions across our operations;
- consider relevant Scope 1, Scope 2 and Scope 3 emissions;
- establish appropriate reduction objectives;
- monitor progress against our climate-related objectives;
- communicate relevant progress transparently.

INDICATOR

How we track progress

Scope 1 Emissions

Scope 2 Emissions

Scope 3 Emissions

GHG Emissions

GHG Intensity

2025 BASELINE

Where we stand

The below figures are based on the calendar year of 2025

Scope 1 Emissions

49.90 tCO₂e

Scope 2 Emissions

16.00 tCO₂e

Scope 3 Emissions

1061.64 tCO₂e

GHG Emissions

1127.54tCO₂e

GHG Intensity

3.46 per £M

Summary

Governance & Accountability

Overall responsibility for our SDG commitment rests with the Managing Directors of Job&Talent UK. This commitment and continuous improvement framework has been prepared and is day-to-day overseen by our dedicated Compliance Team. The Compliance Team is responsible for monitoring operational adherence, tracking performance indicators, managing regulatory risk, and supporting managers across all branches, sites, and central functions in embedding these principles.

Continuous Improvement

We recognise that our contribution to sustainable development will evolve as our business, workforce, regulatory environment, and stakeholder expectations change. We will therefore periodically review our priority SDGs, objectives, and performance indicators to ensure they remain relevant to our operations and stakeholders. Our approach is built on continuous improvement, measurable action, and transparent reporting.

Top-Level Commitment

The Managing Directors of Job&Talent UK endorse this commitment to the United Nations Sustainable Development Goals and fully support the integration of our priority SDGs into the company's overarching sustainability strategy and continuous improvement framework.

Signed on behalf of Job&Talent UK

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