Edwin

Anything is possible, when the right people do the right things.

FY25 Environmental, Social and Governance Report

Carbon Reduction Plan

1st September 2024 to 31st August 2025

Contents

Hightlights from the year 3

Letter from Liam, our CEO 4

About Edwin 5

Our values 6

Doing well & doing good... 7

Our ESG journey 8

Connecting our stakeholders 9

United Nations Sustainability Development Goals (UN SDGs) 10

Environmental

Our carbon footprint journey 14

Reducing our emissions 17

People making progress - impact in action 18

Social

Investing in our people 21

Supporting our people through meaningful benefits 22

Promoting mental and physical wellbeing 23

Learning and development 24

Equity, Diversity and Inclusion (EDI) 25

Giving back to our communities 26

Community partnerships and impact 27

Spotlight on North East United 29

People making progress - impact in action 30

Governance

Dedicated leadership and ESG governance 32

Promoting responsible business practices 33

People making progress - impact in action 34

Looking ahead to next year 35

Highlights from the year

Environmental

100%
renewable energy for all contracts in our control

70%
of all waste recycled for all contracts in our control

Reduced total carbon emissions from FY24 by
11%

Social

Rated
"Excellent"
by the Sunday Times – 3 years in a row

4,500+
hours of volunteering in our schools and local communities

Introduced
Edvanced training course
supporting experienced consultants with career progression

89%
of our employees feel empowered in their work

Provided work placements for
7,463 people

Governance

10 ESG champions appointed
Initiatives delivered throughout the year, with meetings each half term

Introduced 4 new policies, strengthening our commitment to a safer, more inclusive and technologically responsible workplace

- Family Policy
- Supply Staff Sexual Harassment Policy
- Artificial Intelligence Policy
- IT Equipment Policy

10,916
teachers, teaching assistants, cover supervisors and support staff registered and cleared using Llama ID

Letter from Liam, our CEO

> *This report is not a declaration of completion, but a* ***reflection of progress, learning and ambition****.*

I am proud to introduce our fourth Environmental, Social and Governance (ESG) Impact Report, which reflects the continued commitment of Edwin to operate responsibly, sustainably and with purpose.

As a people-led business, our impact extends far beyond our group. Every day, we work alongside schools, trusts, staff, teachers, educators and communities across the UK, and we recognise the responsibility that comes with that reach. This report sets out how we are embedding environmental, social and governance considerations into our decision-making, not as an add-on, but as a core part of how we do business.

Over the past year, we have made meaningful progress across all areas of ESG. We have taken significant steps towards reducing our environmental footprint, including transitioning to 100% renewable electricity across the sites we own or control, and strengthening our approach to measuring and managing emissions. While some emissions sit outside of our direct control, we remain committed to working collaboratively with our stakeholders to drive positive change across our value chain.

Social impact continues to be at the heart of Edwin. From supporting the education sector with high-quality recruitment, leadership, HR, enrichment and character education services, to investing in the wellbeing, development and inclusion of our people, and strengthening our engagement with charities and local communities, we are focused on creating positive outcomes where we can have the greatest influence.

Strong governance underpins everything we do. We continue to invest in robust oversight, risk management, safeguarding and data protection, ensuring we operate with integrity, transparency and accountability in a highly regulated environment.

We recognise that our ESG journey is ongoing. This report is not a declaration of completion, but a reflection of progress, learning and ambition. We are committed to building on this momentum, setting clear priorities and continuing to improve year on year.

I would like to thank our colleagues, partners and stakeholders for their support and engagement. It is their commitment and collaboration that enables Edwin to make a meaningful and lasting impact.

Liam Roberts
CEO, Edwin

About Edwin

Edwin is a family of specialist, expert organisations working together to make a positive impact on the education sector and the lives of young people.

Through innovative solutions, strong partnerships and a deep-rooted commitment to excellence, we champion and support teachers, leaders and pupils to create lasting impact.

Edwin is an ethical and purpose-led group. We understand the challenges in education and are committed to supporting schools with expert recruitment, retention, workload reduction and wellbeing solutions, ensuring educators can focus on what matters most.

Edwin people are education people. Our team is made up of experienced teachers, school leaders, trustees and educational experts who bring first-hand experience to understanding the needs of schools. We take the time to build meaningful relationships and partnerships so we can offer the best possible solutions and services.

Edwin fosters a collaborative, nurturing, supportive culture. We believe that when people feel valued, they thrive. Recognised as one of the Sunday Times' Best Places to Work, we know how to build positive environments that help teachers and school leaders succeed.

We are successful thanks to our people and community-first approach. We reinvest in our people, schools and communities because we believe in making a genuine, lasting impact in everything we do.

Edwin's mission is to transform education by connecting, supporting and retaining the very best talent in schools to ensure every learner flourishes.

Our values

Driven by our values, we focus on what matters most to our stakeholders, businesses, and employees. Our values shape the kind of employer we strive to be, guide our approach to delivering work that balances economic resilience with environmental responsibility, and ensure we create meaningful impact for our partners and the young people at the heart of our mission.

Passionate about learners

We strive to make a difference in education. Proudly putting children and young people at the heart of everything we do and providing opportunities to enhance their learning and experiences.

Collaborative and responsive

We work in partnership with schools to provide a high-quality service. Being flexible and responsive to changes in their needs and the educational landscape.

Responsible and fair

We provide a value-for-money, open and fair service. Establishing trust and retaining long-standing relationships with schools and teachers.

Well-informed and focused

We understand the current educational climate and challenges facing schools and teachers. Ensuring that we deliver a service that meets the needs of schools to improve outcomes for pupils.

Respectful and open-minded

We treat people as we would like to be treated ourselves – with dignity and courtesy. Welcoming and encouraging everyone who wants to contribute to our business and the world of education.

Doing well & doing good: ESG at the heart of Edwin

ESG principles are deeply embedded in everything we do.

With a strong foundation built on safeguarding, compliance, and a people-first culture, and a dedicated ESG strategy guiding our focus, we continue to enhance our impact year on year.

A robust framework built on strong foundations

Our longstanding dedication to looking after staff, candidates, and communities has set the stage for an impactful ESG framework. Upholding the highest standards in recruitment processes, including rigorous candidate checks and safeguarding, remains central to our operations. This commitment to excellence, coupled with well-established policies and procedures, ensures compliance and strong governance practices across the business.

Over the past four years, we have developed a comprehensive programme that reflects our values and aspirations. From engaging team activities like **Wellbeing Week** and the **Steps Challenge** to our **ESG Champions Network**, we have made significant progress in embedding a sustainable approach into our culture.

Driving change together

Our ESG journey is a testament to the power of shared purpose and collective action. Our **ESG Committee** and **ESG Champions** play a critical role in rolling out termly initiatives and ensuring our plans remain relevant and impactful. These efforts help us make real progress in all areas of sustainability and inspire everyone across the organisation to take pride and ownership in what we are achieving together.

Looking ahead: our ESG vision

Edwin was born out of a desire to do better. As we look to the future, our ESG framework will continue to evolve, guided by the principles of sustainability, equity, and wellbeing. Through ongoing education, robust programmes, and collaborative initiatives, we aim to make every action count by supporting and empowering our staff, caring for the environment and making a meaningful difference to the communities we work in. All of this helps us to achieve our purpose, to positively impact the lives of young people now and into the future.

Our ESG journey

Emerging through to leading

2024 – 2025

ESG Embedded

The group expands further with the addition of **Edwin People** and **Llama ID**. We adopt a holistic approach to ESG, with responsibility and ownership shared across the group. Our focus is on creating measurable value for society, embedding sustainability across operations, and actively engaging the organisation to address systemic ESG challenges.

2022 – 2023

ESG Excellent

ESG principles are strategically developed and integrated into key business areas. Our ethos of **"doing the right thing, even when no one is looking"** reflects a culture where ethical practices and social responsibility guide decision-making. **Enrich** and **Still Human** join the group, further strengthening our shared purpose and expanding the positive impact of our work.

2020 – 2021

ESG Established

The formation of **The Edwin Group** formalises our commitment to responsible business practices. We welcome **Commando Joe's** to the group and our longstanding dedication to the wellbeing of staff, candidates, and communities sets the stage for a structured ESG framework.

2016 – 2020

ESG Progressing

Building on our solid foundations, the group expands with the addition of **ABC Teachers and Smart Teachers**, strengthening our reach and impact while embedding ESG thinking across our growing operations.

2008 – 2016

ESG Emerging

The journey begins with the founding of **Vision for Education**, establishing a business built on the core principles of supporting our staff, our schools, and our communities. These early years laid the foundation for a values-driven approach to everything we do.

Connecting our stakeholders

Building strong, transparent relationships with our stakeholders is central to Edwin's ESG strategy.

We recognise that our long-term success relies on meaningful engagement with those who are directly impacted by our work — from candidates and employees, to schools, suppliers and landlords. By maintaining open dialogue, listening to feedback and with a commitment to continuous improvement, we continue to create shared value and drive positive change across our network.

Ongoing dialogue with all stakeholders ensures our ESG strategy reflects the values and needs of those who help us make a difference.

Candidates

- **10,916 candidates** registered and cleared in FY25. Wellbeing, safeguarding and professional development remain top priorities.
- **Safeguarding training** and **free access to professional development** covering inclusive and effective teaching practices.
- **End of year survey** invites feedback to improve our candidate experience.

Employees

- Our employees are central to delivering our purpose and long-term impact, with expanded engagement on responsible practices and wellbeing.
- We encourage open dialogue through the **Sunday Times Best Companies Survey**, **temperature check surveys**, and dedicated **environmental and ethical focus groups**.
- **ESG Champions** support local engagement and shape future initiatives based on employee insight.

Schools & clients

- Our relationships with schools and clients are **built on trust, collaboration and shared values**, with regular communication on sustainability through newsletters, presentations and direct engagement.
- All consultants have **received sustainability training**. ESG information is included in client presentations to reinforce our shared commitment to responsible education.
- In FY25, our school survey helped us tailor support to partners' evolving sustainability needs.

Suppliers

- We are committed to **sustainability and ethical practices** across our supply chain.
- Our **Supplier Code of Conduct** sets expectations on ethics, environmental impact, and social responsibility, with all suppliers required to sign.
- We work collaboratively with suppliers to help them **align with our ESG vision**.

Landlords

- Our landlords help us to manage and **reduce our environmental footprint**.
- We **maintain regular contact** to monitor energy efficiency, waste management, and carbon reduction.
- **68% of landlords** completed our **environmental survey**, providing data to track performance, identify improvements, and support our carbon reduction journey.

United Nations Sustainability Development Goals (UN SDGs)

Our alignment with six of the 17 UN Sustainability Development Goals (UN SDGs) continues to guide how we create a positive impact across the education sector.

The UN SDGs provide a globally recognised framework for addressing the most pressing environmental, social and economic challenges of our time. Their interconnected nature reflects the complexity of the issues we face today and the need for collaborative solutions.

The SDGs underpin our business strategy and reflect our shared responsibility alongside education leaders and partners to help shape resilient schools, stronger communities and a more equitable society.

Through our diverse portfolio of companies, we are well positioned to support the education sector in responding to its most significant challenges and to contribute meaningfully to progress towards the SDGs.

SDG 3: Good Health and Wellbeing

SDG 4: Quality Education

SDG 5: Gender Equality

SDG 8: Decent Work and Economic Growth

SDG 10: Reduced Inequalities

SDG 13: Climate Action

United Nations Sustainability Development Goals (UN SDGs)

	Focus area	Edwin's contribution
SDG 3: Good Health and Wellbeing	**Pupil wellbeing**	• Enrich Education: active, outdoor learning (orienteering, Quidditch) • Commando Joe's: resilience & empathy through character programs
	Staff wellbeing	• Still Human: programs on rest, stress, sleep, menopause • Wellbeing Champion & Menopause Ambassador Courses for school leaders • Edwin People: HR support promoting staff health
	Internal initiatives	• Annual Wellbeing Week, Steps Challenge, Mental Health First Aiders, Menopause Ambassadors, health-focused sessions
SDG 4: Quality Education	**Schools and pupils**	• Edwin Supply: partnerships with 5,600+ schools • Edwin People: recruitment, retention, performance support • Llama ID: 11,000+ candidates cleared • Commando Joe's: improves attendance & behaviour • Enrich Education: active curriculum-based learning
	Community engagement	• School & charity donations • Attendance Awards sponsorship • No Child Without a Present initiative
	Internal initiatives	• Annual Wellbeing Week, Steps Challenge, Mental Health First Aiders, Menopause Ambassadors, health-focused sessions
SDG 5: Gender Equality	**Key initiatives**	• Diverse leadership via Nominations Committee • Equal gender representation in Senior Leadership Team • DEI Policy, gender pay gap reporting • LGBTQ+ inclusion (Pride Month) • Sponsor of Durham Women's Football Club

United Nations Sustainability Development Goals (UN SDGs)

	Focus area	Edwin's contribution
SDG 8: Decent Work and Economic Growth	**Supporting the economy**	• Stable employment for 331 staff • 7500 candidates placed • Training & development for staff and candidates • Student employability support: mock interviews, CV writing, workshops
SDG 10: Reduced Inequalities	**Promoting equality**	• Edwin People: strategic HR & recruitment support for schools and trusts • Edwin Supply: fair, merit-based recruitment practices
SDG 13: Climate Action	**Sustainability education**	• Commando Joe's: climate-focused character education
	Embedding sustainability	• Environmental Champions leading initiatives • 'Bin the Bin' waste reduction campaign • Eco-friendly office practices (sustainable supplies, ESG posters, energy conservation) • Cycle to Work Scheme & Eco-efficient Driver Training

You will see these icons dotted throughout our report to showcase where we are taking action.

Environmental

Environmental Our carbon footprint journey

The UK has committed to achieving Net Zero by 2050, reducing greenhouse gas emissions by 100% from 1990 levels. At Edwin, we aim to go further — setting our own Net Zero target year of 2045.

Both our **near-term** and **long-term emissions reduction targets** have been formally approved by the **Science Based Targets initiative (SBTi)**, reflecting our commitment to credible, science-led climate action.

Since 2022, we have **monitored and reviewed environmental KPIs** across key impact areas — **waste, electricity, gas, transport, and water** — on a **monthly, quarterly, and annual basis**. This regular analysis provides insight into our environmental performance, helping us identify opportunities for improvement and to influence wider sustainability practices, including those of our landlords and partners.

This year we have partnered with Seismic Change to help monitor our progress and assist us with our carbon footprint calculations.

SEISMIC

Our SBTi targets

SCIENCE BASED TARGETS

Short-term target

We commit to reducing **Scope 1** and **Scope 2** GHG emissions **42%** by 2030 from a 2022 base year

Net zero target

We commit to reaching **net zero by 2045**, reducing our **Scope 1, 2 & 3 emissions 94%** by 2045 from a 2022 base year.

Environmental Our carbon footprint journey

Carbon footprint overview

Scope 1 (Direct)

Emissions have decreased significantly, both this year and against our baseline. This is driven by operational improvements and a move to more precise methodology, transitioning from fuel consumption estimates to exact mileage data.

Scope 2 (Indirect)

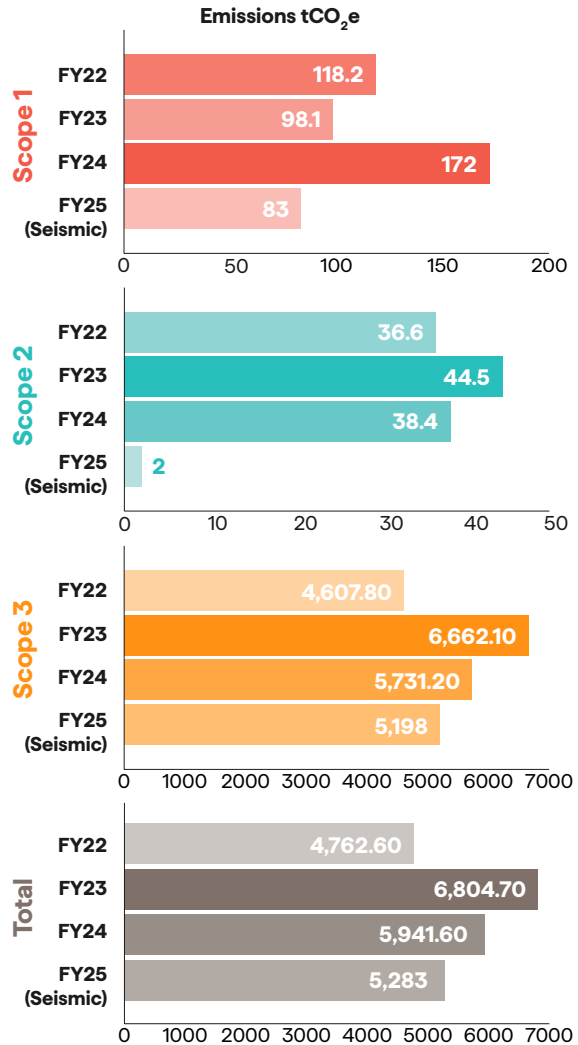
We achieved a 95% reduction in total Scope 2 emissions, primarily due to the reclassification of landlord-controlled sites to Scope 3 along with the transition of all Edwin-controlled sites to 100% renewable electricity.

Scope 3 (Value Chain)

This remains our most complex area. Our total Scope 3 emissions have increased by 12% since our FY22 baseline, which reflects our rapid business growth and the reclassification of landlord-controlled sites into this category. However, in the last year alone, we achieved an 11% reduction, demonstrating that our sustainability initiatives are working even as we scale and places us back on a positive emissions reduction trajectory.

Candidate commuting remains our largest Scope 3 challenge. While our direct influence here is limited, we are committed to working with landlords, candidates and partners to find ways to reduce our shared environmental impact.

As a growing organisation, our absolute emissions are higher than our baseline year. However, when considered alongside our continued expansion, we are making good progress against our SBTi-approved targets, supported by our initiatives to reduce our emissions and clear improvements in our energy use.



	FY25 vs FY22 baseline	FY25 vs FY24
Scope 1	-30%	-52%
Scope 2	-95%	-95%
Scope 3	+13%	-9%
Total	+11%	-11%

Environmental Our carbon footprint journey

Carbon footprint overview

Scope	Scope Category	FY24 Emissions (tCO_2e)	FY25 Emissions (tCO_2e)	% change
Scope 1	Company vehicles and on-site fuel/gas	172	83	-52%
Scope 2	Purchased electricity, steam, heating and cooling	38	2	-95%
Scope 3	1. Purchased goods and services	1,530	967	-37%
	2. Capital goods	221	35	-84%
	3. Fuel- and energy-related activities	31.57	15.68	-49%
	4. Upstream transportation and distribution	7.73	4.82	-38%
	5. Waste generated in operations	7.11	3.39	-52%
	6. Business travel	253	213	-16%
	7. Employee commuting and WFH	409	215	-48%
	7. Candidate commuting	3155	3610	+14%
	8. Upstream leased assets	-	106.3	-
	12. End of life treatment of sold products	65	27	-59%
	15. Investments	51	-	-
Total		**5942**	**5,283**	**-11%**

Environmental Reducing our emissions

As Edwin continues to grow, we have welcomed new colleagues across all areas of the business during FY25, strengthening our capability and enabling us to enhance the support and services we provide to schools. Significantly, we have achieved this growth while successfully reducing our total carbon emissions by 11% this year, driving measurable progress towards our emissions reduction goals.

Key drivers of our emissions reduction include:

Transitioning to **100% renewable energy** for all facilities under our control.

Incentives to support more **sustainable lifestyle choices** across our growing team, from our Steps Challenge and walk to work during summer months to our Cycle to Work scheme.

Engagement with **landlords to encourage their procurement of renewable energy** where possible and installation of EV charge points.

Improving our data accuracy with **ExpenseIn, digitising mileage and expense claims** and allowing for more **robust and transparent reporting**, particularly around commuting patterns.

Environmental People making progress - impact in action

Reducing our impact, one ride at a time

FY25 marked the third year of our **Cycle to Work scheme**. This year, we focused on encouraging greater staff participation. During our **Wellbeing Week**, we hosted a **Cycle to Work Virtual Roadshow** in partnership with Halfords, attended by over 100 members of staff. The session provided an engaging overview of the scheme, including guidance on how our employees can use it to buy both bikes and accessories.

National Bike Week

In June, we also celebrated **National Bike Week**, with employees across the company competing to cycle the most miles throughout the week, reinforcing both wellbeing and sustainable commuting practices.

Shane Duggan gears up for a smoother commute with Cycle to Work

CASE STUDY

In late 2024, Shane Duggan, Branch Manager for SEND schools at ABC Teachers, decided to purchase a new bike through Edwin's Cycle to Work scheme. Initially, he expected the process to be lengthy and complicated, but he couldn't have been more wrong. It was quick, straightforward and efficient from start to finish.

A smooth and simple process

"After choosing a bike at my local store, I completed the necessary forms on the online platform," said Shane.

"Within just a few days, I received a **letter of confirmation (essentially a voucher)** and returned to the store to complete the purchase. To my surprise, the bike was **ready for me to collect that very afternoon!**"

Added perks and benefits

With some remaining balance on his voucher, Shane was also able to pick up some additional accessories.

Shane added: "The **significant discounts available through this scheme make it an attractive option** – especially if you're thinking of buying a bike for the summer months. Plus, the added benefits of **improved fitness for both mind and body** make it something **I wish I'd done sooner**."

Environmental People making progress - impact in action

Wasting less with everyday action

In line with legislative changes, Edwin rolled out **food waste bins** across all offices, accompanied by posters and guidance to encourage correct usage. Additionally, we have introduced **battery recycling points** in all offices to support responsible disposal of electronic waste.

Building knowledge, driving change

At Edwin, we recognise that effective **ESG education** is crucial to fostering understanding, engagement, and active participation across the business. In FY25, we achieved this through a range of initiatives:

Regular information sessions highlighting our progress, and how our services support sustainability in schools and local communities.

Slides included in school and MAT presentations, demonstrating how our services contribute to their sustainability journeys.

Relaunch of our **Environmental Champions,** supporting our ESG Committee. We now have **10 dedicated ESG Champions** who:

- Lead and support sustainability projects and initiatives
- Act as voices and advocates for sustainability
- Engage and inspire colleagues to take positive action

Informative office posters promoting positive environmental behaviours, such as switching off air conditioning when not in use.

Articles in our internal magazine, Edwin Exchange, to keep the business informed on our sustainability progress and initiatives.

These initiatives ensure that ESG awareness is embedded across Edwin, empowering our employees to take meaningful action on sustainability. Their engagement also helps extend this awareness into the schools we work with, fostering a wider culture of sustainability responsibility.

*"Being part of the team has been an **incredibly educational and fulfilling experience**. I've hugely enjoyed learning more about the UN's Sustainability Goals, and the efforts being made by my organisation to **play our part in supporting those goals to create a fairer society and better world**. It has really highlighted to me **how much of a difference we can make** if everyone takes responsibility, and views sustainability as something they can contribute to."*

Gary Thorman, ESG Champion

Social

Social Investing in our people

Edwin comprises a proactive group of dedicated companies and inspirational professionals.

We recognise that our people are at the core of our success, and we are committed to supporting them both in and beyond the workplace while cultivating an engaging and rewarding working environment.

THE SUNDAY TIMES
Best Places to Work 2025

By listening to our people, we empower them...

Employee engagement - The Sunday Times Best Places to Work

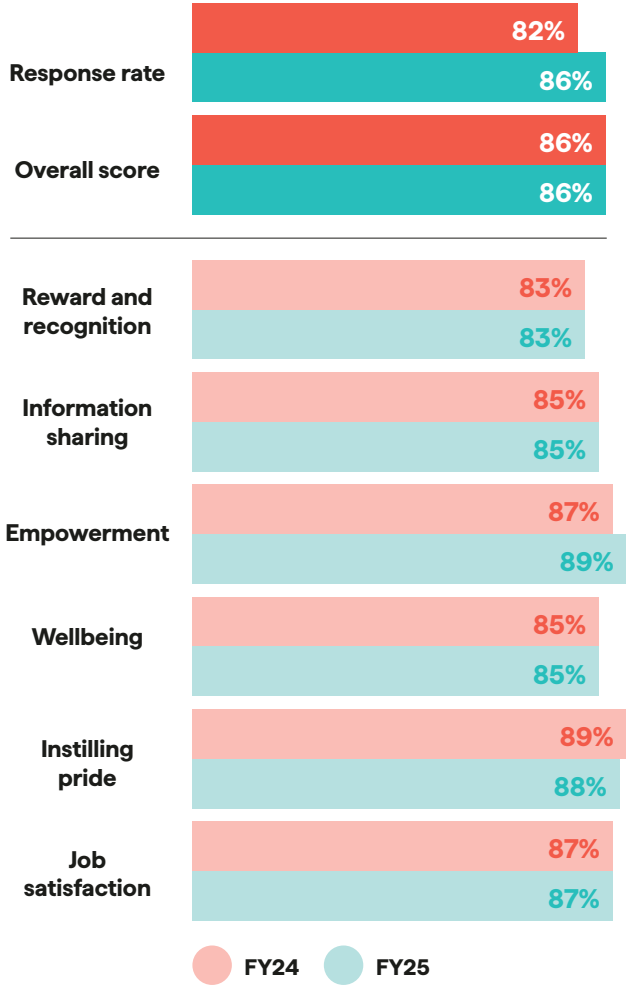
Edwin was officially named one of The Sunday Times Best Places to Work for the third year running. We are thrilled to have maintained our Excellent rating across all 6 key areas, outshining both industry and global benchmarks.

We believe that providing our employees with opportunities to share their feedback is vital to the growth and success of our business. Every comment is carefully considered and we take action to implement meaningful changes wherever possible. By listening to our people, we empower them to help shape our culture, drive continuous improvement and contribute to our wider ESG commitments, ensuring that our business evolves in a way that benefits both our employees and the communities we serve.

> ***We are exceptionally proud of receiving this award for the third year running.*** *An award that reflects our consistent approach to collectively creating a culture where people feel valued, rewarded and respected.* ***Our people are truly passionate about the difference they can make to the education sector.*** *We strive for continuous improvement, keeping our people at the heart of every decision we make.*

Lyndsay Greathead, Director of People

Best Places to Work results



Social

Supporting our people through meaningful benefits

Our employee benefits programme is designed to support the wellbeing, security, and development of our people. We prioritise benefits that make a genuine difference to day-to-day life, reflect our values, and promote a positive, inclusive workplace. By investing in our teams, we help create a culture where everyone can thrive.

Leave and financial support

30
days of holiday after two years of service

+

all staff receive an **additional day's leave** to celebrate their birthday

Pension scheme, bonus opportunities, Employee Assistance Plan, Death in Service benefits, income protection, and digital GP services

Work-life balance

Our updated **Family Policy** which includes:

Enhanced **maternity and paternity benefits**

Enhanced **maternity and adoption pay**

Neonatal Care Leave

Family mentor scheme

25%
reduction in hours for first 2 weeks returning from maternity or adoption leave

Social

Promoting mental and physical wellbeing

This year we continued with our comprehensive wellbeing programme, supporting both the mental and physical health of employees through engaging and meaningful activities.

Take5

Our termly newsletter in the **Edwin Exchange** shares practical mindfulness and wellbeing tips with staff.

Wellbeing Week

Staff embraced the 5 Ways to Wellbeing – Connect, Be Active, Take Notice, Keep Learning, and Give – through lunchtime walks, desk yoga, healthy eating challenges, teamwork games, and moments of gratitude.

Steps challenge

During National Walking Month, teams collectively completed **45 million steps**, promoting activity and teamwork. They also enjoyed some great scenery along the way.

Stress Awareness Month

Colleagues explored mindfulness, relaxation and movement, supported by Still Human to help manage stress and maintain wellbeing.

International Women's Day

Under the theme #accelerateaction, our leaders shared their journeys and challenges. A live session featured our CSO, Sarah Monk, interviewing Rachel Hargreaves, CEO of Ascent Academies Trust, on her inspiring rise from Teaching Assistant to CEO.

Wellbeing and Menopause Champions

Providing year-round guidance on nutrition, physical activity and menopause wellbeing, our Champions ensure all staff have access to compassionate support and practical resources.

Employee Appreciation Day

We encouraged colleagues to take a moment to show appreciation for one another.

Social

Learning and development

At Edwin, investing in the growth and development of our people is a core priority. We deliver tailored programmes to empower and support our staff and leaders at every level across the group.

New starters complete a structured induction to fully support them as they transition into their roles. This includes sessions with our SLT and People Team, plus training on systems, procedures and key policies. Modules cover safer recruitment, GDPR, H&S, EDI, cyber security, wellbeing and our ESG goals.

Through the Apprenticeship Levy, we have funded targeted development across the business, enabling colleagues to build new skills, progress their careers and strengthen our organisational capability so our teams remain equipped to deliver excellence.

Edwin Learn

For new employees, focusing on communication, recruitment best practice and leadership foundations.

Edvanced

Introduced this year to help experienced consultants progress, covering time management, objection handling and recruitment strategy.

Edwin Lead

Our management programme supporting managers in recruitment, retention, and staff development.

Monthly manager CPD sessions

Weekly staff CPD sessions

FY25 also marked the launch of our **Learning and Development Team**, who have played a key role in delivering our internal training strategy. They have supported regional directors to deliver training to **over 80 members of staff**, delivered bespoke and 1:1 training in branches, and developed accessible online learning resources.

*Edwin Lead provided me with an opportunity to **immerse myself in something out of my comfort zone** and meet other managers from around the Group. What I picked up was **invaluable to my role** leading our Liverpool branch.*

Dan Curry,
Branch Manager,
Vision for Education
Liverpool

Candidate wellbeing

We continued the development of our Still Human wellbeing app which was rolled out to our candidates during the autumn term 2025. The app is designed to support the physical, social and emotional health of staff through daily check-ins, habit building and personal growth content. It includes interactive features, podcasts, videos, and courses to assist our candidates with their personal wellbeing.

We have also created a document to provide to candidates to help support with personal life matters. The document signposts candidates to resources on topics such as mental health, addiction, bereavement along with many others.

Social

Equity, Diversity and Inclusion (EDI)

In FY25 we made some key changes to help set the foundations for our longer-term EDI strategy and priorities:

We launched our **People Team** and recruited a **Senior People Business Partner** to head this up. This team works strategically with our leadership team, meeting regularly to review priorities and implement key initiatives, including those that support EDI.

For the third year running we scored **'Excellent' across our EDI measure** within our Employee Engagement survey, consistently demonstrating that our people feel that Edwin is an inclusive place to work.

We evolved a **range of our people policies** to reflect our inclusive culture, including a focus on a **combined family policy** which provides increased levels of support to those taking time away from work for family reasons.

We have **more female managers** than ever utilising **flexible working after returning from maternity leave**, highlighting our commitment to equality.

12.7% of managers are on a flexible working arrangement

We improved upon our internal communication, **launching 'Edwin Exchange',** our termly internal newsletter which provides regular spotlights on EDI topics to increase awareness.

We improved our **quality of people data reporting and analysis** which is now consistently shared with the executive and Senior Leadership Teams. Better quality data has helped us **define KPIs for our new EDI strategy** and will ensure our progress is measurable and evidence based.

Ensuring Edwin is a **great place to work**

What's in store for FY26:

We will launch and embed our **new EDI strategy** with clearly defined targets to help us to determine our success.

An **audit of our pay and reward strategy** to ensure full transparency and equality of opportunity.

Roll out of **targeted EDI workshops** for senior leaders to ensure their commitment and support. **Awareness training provided for all staff** along with EDI engagement sessions to shape and support this key focus area.

A working party **review of middle and leadership positions** to identify opportunities for **flexibility to support women** to access and remain in leadership positions.

Social

Giving back to our communities

We believe that we have an important role to play in the communities we work in. Our commitment to social responsibility is demonstrated by the range of initiatives we engage in, which benefit our schools and communities by improving attendance, assisting low-income families, providing access to books and equipment and improving the wellbeing of pupils and staff.

These initiatives include:

- Mock interviews
- CV writing
- Interview skills
- Attendance awards
- Student employability workshops
- Volunteer reading assistants
- Education enrichment
- Support for students and their families

Community project support

Our Social Investment Policy and Plan reinforces our commitment to community engagement. It outlines our core values, aligns with SDGs and reinforces our dedication to creating meaningful community impacts.

As part of Wellbeing Week, employees nominated **Mind** as Edwin's official partner charity for FY26, reflecting our focus on mental health and wellbeing. Through this partnership, our team will support initiatives that improve health outcomes and empower communities.

Social Community partnerships and impact

During FY25, Edwin strengthened its commitment to social impact through a range of community and charity initiatives.

Highlights include:

Durham Women's Football Club

In February 2025, our Vision for Education programme partnered with the club to host the first-ever Junior Takeover Day, giving local youngsters hands-on experience in roles such as commentators, photographers, interviewers and match reporters, promoting confidence, skills development and quality education.

Salford City Mayor's Charter

Our engagement demonstrated commitment to raising employment standards, investing in the local workforce and promoting EDI.

Supporting local schools and charities

We contributed to educational trips, food hamper donations to schools and foodbanks, and the No Child Without a Present campaign, helping reduce inequalities and enhance community wellbeing.

> *"We love finding ways to make a **real difference** for children and educators in our community."*

Social Community partnerships and impact

Vision for Education Brighton: Making a difference

*At our Brighton office, supporting local schools and communities is **part of who we are**. From the Prom Shop Drive and creative competitions to donating resources and even restocking a school fish tank, **our team brings practical support, fun, and care to children and educators**.*

Tash Stoneham,
Senior Recruitment Consultant,
Vision for Education Brighton

Our **partnerships** within the group:

fed foundation for education development

NASS

NNoSS

nasen Helping Everyone Achieve

Schools North East

CST Community supporter

Social

Spotlight on North East United

CASE STUDY

The North East United pilot addressed post-COVID absenteeism by bringing together schools, football foundations and education specialists in a place-based partnership to re-engage Year 10 students at risk of persistent absence (85–92% attendance).
Led by Edwin and co-designed with three multi-academy trusts and three football club foundations, the 12-week programme combined sport, coaching and personal development within the school day.

Key features: Trusted local partnerships, real-time data for responsive planning, incentive structures reinforcing progress and embedded delivery within school hours.

Click here to read the report

Impact

56%
of students improved attendance

Average
attendance increased
despite national downward trends

71%
of students reported improved self-confidence

91%
felt positive or slightly positive about attending school

Strong facilitator-student relationships and weekly rewards drove
engagement

> *I wasn't motivated to come to school before, **but I am now.***
>
> **Student**

> *The meetings have helped me **develop my confidence** towards school and to **try harder** in my lessons.*
>
> **Student**

> *I wanted to thank Edwin, the football foundations and of course the schools and students who have made the North East United project **such a success**.*
>
> **Catherine McKinnell MP, Minister of State for School Standards**

Social People making progress - impact in action

Volunteering

We continue to encourage volunteering, and this year our dedicated Edwin professionals contributed **over 4,500 hours** supporting schools and local communities – a rise of **more than 85%** compared to last year. They are making a tangible difference in the communities they serve. We are immensely proud of the meaningful roles they are undertaking, including:

- School governors
- Teaching Assistants
- Sports coaches
- Mentors
- Tutors
- Grief café counsellor
- Food bank volunteers
- Trustees
- School fundraising
- Employability workshop facilitators

Creating conversations – lightning the load of grief

For the past year, Lucy Green, IT Project Manager at Edwin has been volunteering as a Table Host for Creating Conversations, a Community Interest Company (CIC) running peer support Grief Cafes in Waltham Forest, London. The groups provide a safe space for open discussions about death, dying, and grief.

Having experienced significant personal loss, Lucy first attended the Grief Cafe as a participant. Now, her role is to welcome and facilitate small-group discussions, encouraging attendees to share their experiences.

*"I'm enormously **proud of my work** with these groups. People often enter for the first time feeling unsure and apprehensive, but by the **end of the session they seem much brighter and lighter**, and the feedback we receive reflects that people find the support they were looking for there."*

Lucy Green, IT Project Manager

Governance

Governance

Dedicated leadership and ESG governance

Strong governance and active leadership underpin Edwin's ESG strategy. Our Senior Leadership Team sets the strategic direction of our ESG programme, ensuring sustainable principles are embedded across the organisation. ESG performance is reviewed regularly through our dedicated reporting structure, keeping sustainability firmly at the forefront of decision-making. This framework is supported by a range of committees and champion networks – each playing a distinct role in shaping our progress, ensuring accountability, and embedding ESG considerations into our day-to-day operations.

Our Board of Directors provides strategic oversight of our ESG performance, with priorities reviewed termly to ensure sustainability remains central to our decision making.

Our ESG Committee guides our ESG strategy and ensures consistent implementation and accountability across the Group.

Our network of ESG Champions helps drive engagement at every level of the business. They bring employee insight to the forefront, helping to shape our ESG journey.

Our Wellbeing Champions provide vital support to colleagues and work closely with our People Team to deliver and embed our wellbeing programme across the organisation.

A network of **10 ESG champions** and **11 wellbeing champions**

Termly ESG updates delivered to staff via our internal staff publication **Edwin Exchange**

Termly ESG risk reviews via our **Risk Committee** and **Business Continuity Committee**

Governance Promoting responsible business practices

Strong governance and responsible business conduct are integral to Edwin's operations.

As a provider in the highly regulated education sector, we are committed to maintaining the highest standards of integrity, compliance, and accountability.

Edwin is a proud member of the **Recruitment and Employment Confederation (REC)** and undergoes biannual audits by both the REC and the **Employment Agency Standards Inspectorate at the Department for Business and Trade**. These comprehensive reviews ensure that our systems, policies, and procedures fully align with all legal and regulatory requirements within the education sector.

Department for Business & Trade

REC Audited Education

Our **People, Operations, IT and Safeguarding Teams** regularly review and update our policies to maintain compliance and best practice. All policies are accessible via our internal Hub, ensuring transparency and ease of access for all employees. To promote understanding and accountability, every new starter completes an induction checklist and signs acknowledgment of policy comprehension through our **New Starter Handbook**.

Policy adherence and training participation are actively monitored, with key metrics reported monthly to the Board via our HR case tracker.

New and updated policies Introduced in FY25

New policies:

- Family Policy
- Supply Staff Sexual Harassment Policy
- Artificial Intelligence Policy
- IT Equipment Policy

Updated policies:

- ESG Policy and Strategy
- Edwin Group Climate Change Statement

These policies strengthen our commitment to ethical governance, employee wellbeing and improving the sustainability of our business operations.

Suppliers

To uphold strong governance across our supply chain, we have a Supplier Code of Conduct that clearly articulates the ethical, environmental, and social standards we expect. Every supplier signs the Code, demonstrating their commitment to responsible practice.

Governance People making progress - impact in action

REC Audited Education

Proudly upholding the highest standards in recruitment and safeguarding

Edwin is a proud, long-term holder of the Recruitment and Employment Confederation (REC) Education Audited Award.

This accreditation is the gold standard for compliance in our sector. It confirms that our policies, procedures and safeguarding practices not only comply with the Employment Agencies Act and the REC Code of Professional Practice, but also consistently meet the industry's highest ethical and regulatory requirements.

This recognition reinforces Edwin's ongoing commitment to **strong governance, transparency and continuous improvement** — ensuring that compliance, ethics and safeguarding remain at the heart of everything we do.

*"As long-standing REC member and REC Education Audit accredited agencies, **we are proud of our consistently high standards**, our living policies, and our thorough staff training and vetting procedures. We recently achieved a 100% pass rate on our REC online diagnostic test, shortly followed by a successful audit, with our **renewed Certificate of REC Audited Education status** being awarded to each of our agencies. We consistently strive to implement change in line with industry legislation updates; creating solutions to support internal teams to **deliver the best service and benefits to our schools and supply workers**, and meet and exceed legal standards for our sector."*

Amber Hawkeswood, Director of Safeguarding

*"Your company **is a credit to the REC** and the reputation of the industry"*

REC

100% pass rate on our REC online diagnostic test

Looking ahead to next year

Environmental

- Promote and support greener commuting by introducing an **Electric Car Scheme** for staff
- **Support schools on their own journeys** with knowledge, tools and inspiration
- Work with our **suppliers and landlords** to further reduce emissions
- Further develop our **ESG education programme**
- In partnership with Mind, launch a **Charity Donation Challenge**

Social

- Partner with an employee chosen charity, Mind, to focus our **community support**
- Support a range of **awareness campaigns**
- Launch the **Edwin Perks benefits platform**
- Introduce **monthly wellbeing initiatives** following the pillars of the 5 ways to wellbeing
- Implement an **annual leave purchase scheme**
- Celebrate **Volunteers week**
- Launch of regular **'meet the CEO'** slots

Governance

- Appoint a dedicated **Data Protection Manager**
- Provide updated and **ongoing cyber security training** to all staff
- **Continue to review all policies and update the following policies:**
  - Sickness policy
  - Disciplinary policy
  - Time off policy
  - Capability policy
  - Appraisal policy
  - Performance policy
  - Probation policy

Edwin

info@edwin.group

www.edwin.group