

2023 REPORT

Environmental, social & governance



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Introduction

In the introduction, we outline WilsonHCG's commitment to environmental, social and governance (ESG) principles, the ESG committee shares its strategic insights and we've included some highlights from the report.

In this section

2023 ESG highlights

Introduction from CEO

Message from ESG Committee

About WilsonHCG



Introduction

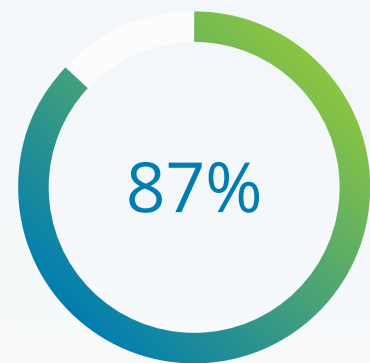
2023 ESG highlights



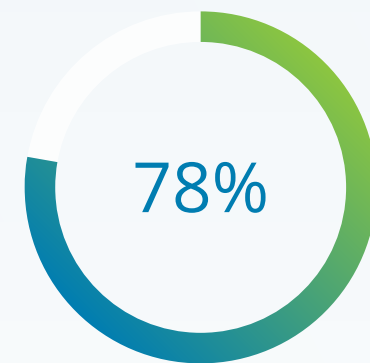
100% completion rate for our annual unconscious bias training.



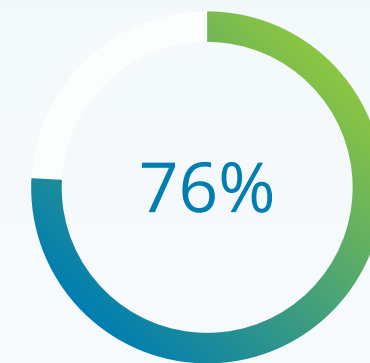
100% of our employees completed our annual cybersecurity awareness training in 2023.



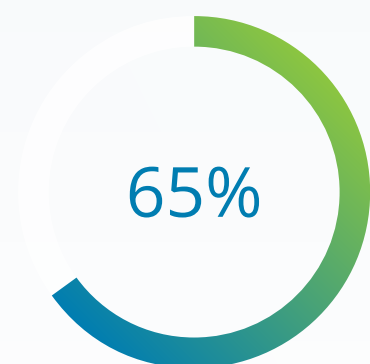
87% of our leaders take part in ongoing leadership development.



78% of our employees agree that they have a healthy balance between their work and their personal lives.



76% of employees agree that WilsonHCG supports their mental and physical well-being.



65% of our employees with director level and above roles have been with WilsonHCG for 5+ years.



WilsonHCG is proud to have a diverse executive team made up of 57% women.

948 hours
Our employees spent 948 hours volunteering in 2023.

500+
Our 9 EBGs have 500+ members from across the world.



We ranked in the top 24% of companies in our industry for our sustainability efforts, according to world's largest and most trusted provider of business sustainability ratings EcoVadis.

Introduction from CEO

ESG isn't just a buzzword or a fad for us – it's an integral part of how we do business and create value for our clients, employees, investors and society. And that's why I'm proud to share our first ESG report with you.

ESG is a topic close to my heart. It helps us address the challenges and opportunities of our ever-changing world. By taking care of the environment, we reduce our carbon footprint, lower our operating costs and contribute to a more sustainable future. By caring for our people and communities, we foster a culture of diversity, inclusion, and engagement, which enhances our innovation and performance. By adhering to high standards of governance, we ensure transparency, accountability, and ethical conduct in all our decisions and actions.

2023 was a year of action for WilsonHCG and our internal ESG committee launched several new initiatives including our first employee sustainability survey and a supplier questionnaire to better drive inclusivity and sustainability. We earned a bronze medal from EcoVadis, supported local organizations

financially and through volunteering, hosted an internal diversity summit and much more. We also set goals to reduce Scope 2 and Scope 3 emissions by 5% by 2024 and ensure 50% of our supply chain is committed to carbon neutrality and/or zero emissions by 2030.

Our ESG report showcases the progress we have made in each of these areas, as well as the future goals we've set for ourselves. We're proud of what we've achieved, but we recognize there is always room for improvement.

Thank you for your continued support and trust in our company. Together, we can make a positive difference in the world.



JOHN WILSON
Chief Executive Officer

Message from ESG Committee

I echo John's words and I'm proud to be involved in the ESG work that we do here at WilsonHCG. Sustainability is an important part of our journey toward improving the environment and society and we're proud of the ethical and sustainable processes that we've embedded in our day-to-day operations that leave a smaller footprint on the earth.

We were delighted to be awarded a bronze medal from EcoVadis and are looking forward to building on this throughout 2024 (and beyond!). To be in with a chance of securing a medal, organizations must complete the EcoVadis assessment process and show a strong management system that addresses sustainability criteria, as outlined in its methodology.

As a company, we support our people in their sustainability efforts and provide training for new employees in their onboarding about how they can make a positive difference to our environment.

In the following pages you will see details of our ESG initiatives, all of which we are incredibly proud of.



MARISOL HUGHES
EVP & General Counsel

ALIGNMENT TO THE UN SUSTAINABLE DEVELOPEMENT GOALS

We're proud to support and contribute to the UN Sustainable Development Goals to help build a greener, fairer, better world by 2030.

[UN Sustainable Development Goals](#) →



About WilsonHCG

WilsonHCG is an award-winning, global leader in total talent solutions. Operating as a strategic partner, our mission is to deliver business-impacting results for our clients. We're passionate about making a difference in people's lives and this passion has gained the trust of some of the world's most admired brands. We've built these relationships by investing in our people, driving innovation at all levels of our organization and providing scale and flexibility to meet the unique needs of our clients.

With a global presence spanning more than 65 countries and six continents, we provide a full suite of configurable talent services including recruitment process outsourcing (RPO), executive search, talent intelligence, contingent workforce solutions and talent consulting.

TALENT.™
It's more than a solution, it's who we are.

[Our talent solutions →](#)

OUR DNA

Our values are an integral part of the framework we use to build our talent base, develop our people and assess and reward performance. It's our DNA.

[Culture →](#)



Collaboration

Through collaboration, we have a common purpose and goal, we encourage ideas, value teamwork, create better solutions, build strong networks and establish a better version of the future.



Communication

Through communication, we interact openly and effectively. We don't make assumptions but ask questions instead. We are open to feedback and are active listeners. We ensure clarity by tailoring our communication style to our audience.



Ownership

By taking ownership, we are reliable consultants who take responsibility and add value to every interaction. We give 100%, we understand the value of a strong reputation and we do it right the first time.



Passion

Working with passion means we believe in, and love, what we do. We strive to make a difference, are committed to continuously learning to grow our knowledge base and ourselves. We desire to be the very best and drive success through excellence.



Integrity

By doing business with integrity, we do what is right - not what is easy. We are honest in our actions and communication, build relationships around trust, hold ourselves accountable and practice what we preach.

SOME OF OUR AWARDS

We're proud of the awards we've received because they reflect the value we provide to our clients. Each success story reflects the dedication and passion our people have, as well as the value we place in our culture, clients and processes.

[More awards →](#)



WilsonHCG named No. 1 global RPO provider in HRO Today's 2023 RPO Baker's Dozen List.

[Learn more →](#)



WilsonHCG was named a Leader and a Star Performer in Everest Group's 2023 Global RPO Services PEAK Matrix® Assessment.

[Learn more →](#)



WilsonHCG was proud to be Certified™ by Great Place to Work® for the third year in a row.

[Learn more →](#)



WilsonHCG named a "Leader" in NelsonHall's 2022 NEAT Vendor Evaluation and Assessment Tool for MSP and CWS providers.

[Learn more →](#)



WilsonHCG named a Kudos 2023 Culture of the Year honoree.

[Learn more →](#)



WilsonHCG honored with Silver Stevie® at the 2023 American Business Awards®.

[Learn more →](#)

Environmental impact

This section explains how we minimize our impact on the environment, the initiatives we have in place and performance metrics for our sustainable practices.

In this section

Commitments & results

Ecovadis

Earth Week



Environmental impact

We're committed to minimizing our impact on the environment for the safety and health of everyone.

From setting sustainability goals to leasing office spaces that meet strict energy efficiency criteria, it's our priority to do our part to preserve the environment — while helping clients and vendors do the same.

Our operational carbon footprint mostly consists of greenhouse gas emissions that our global workforce generates through electricity when working from home, one of our offices or when travelling to client sites. We conduct an annual environmental survey to help us understand the environmental impact our people have on the environment and actions they take to be more environmentally conscious. We also raise awareness and educate employees on how to save energy and water in the office and home. The survey responses are then used to calculate our Scope 2 and 3 emissions and identify targets to reduce these.

Commitments & results

SOME OF OUR COMMITMENTS:

5% reduction

5% Reduction year-over-year of Scope 2 and 3 emissions.

50% commitment

50% supply chain committed to carbon neutrality by 2030.

WHAT WE'RE DOING TO GET THERE:



Reduce:

- ✓ business travel (when travel is required, we're choosing more sustainable travel options).
- ✓ the use of printed material.
- ✓ single use plastic by banning use in our offices.
- ✓ energy consumption (more efficient office space, and employee education for at-home reduction).

Reuse:

- ✓ office equipment (IT, furniture) to repurpose either internally or externally.
- ✓ kitchenware in all offices rather than use disposable items.

Recycle:

- ✓ end of life IT equipment.
- ✓ paper, food waste.

WHAT DID WE ACTUALLY DO IN 2023?

21% reduction

Achieved 21% reduction of scope 2 and 3 emissions from 2022 v 2023.



100%

100% office space certified to green building standards.

27% reduction

27% reduction in business travel miles 2022 v 2023.

We also have a questionnaire for suppliers to gather information about their ESG initiatives and a dedicated category relating to environmental responsibility in our Supplier Code of Conduct.

SNAPSHOT: SUPPLIER CODE OF CONDUCT

Environmental responsibility:

Suppliers shall operate in an environmentally responsible and efficient manner and must minimize adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle.

Environmental authorizations:

Suppliers should comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations, and restrictions shall be obtained and operational and reporting requirements followed.

Waste and emissions:

Suppliers must ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health should be appropriately managed, controlled and treated prior to release into the environment.

EcoVadis

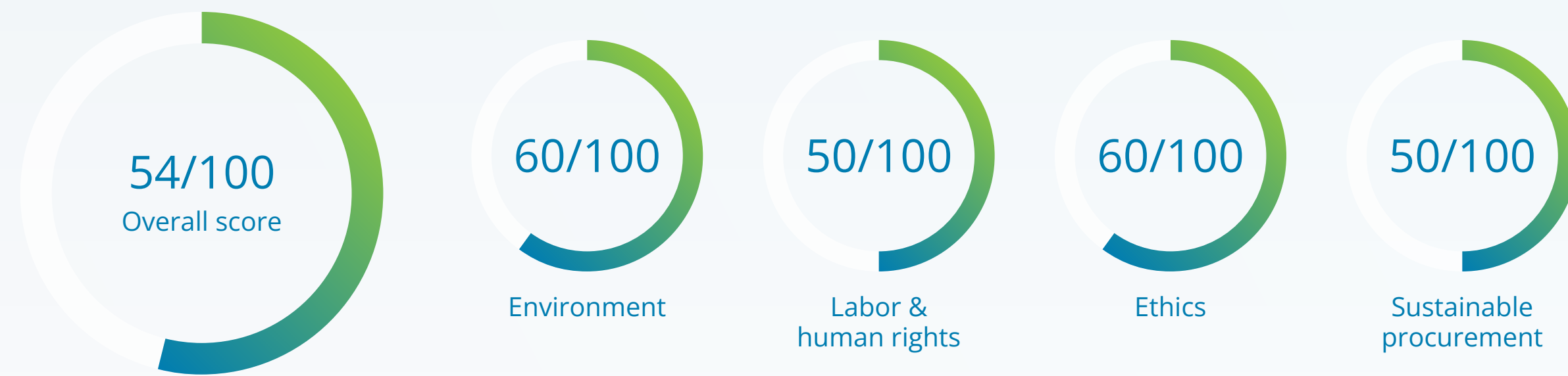
We hold a bronze medal from EcoVadis, which is a trusted provider of business sustainability ratings, for our efforts in sustainability and ranked in the top 24% of companies in our industry.

Only organizations that show a strong management system that addresses sustainability in the EcoVadis assessment are awarded medals. The assessment

evaluates 21 sustainability criteria across four core themes: environment, ethics, labor & human rights and sustainable procurement.

The EcoVadis process not only validates our sustainability commitments, practices and performance, but also offers a clear roadmap for how we can continue to increase our impact over time.

ECOVADIS SCORE BREAKDOWN



“This accreditation not only validates our sustainability commitments, practices and performance, but also offers a clear roadmap for how we can continue to increase our impact over time.”

MARISOL HUGHES

EVP & General Counsel



Earth Week

Earth Week is a global event organized by our Engagement Committee that celebrates the beauty and diversity of our planet, while also raising awareness and action for its protection among our workforce. The initiative, which coincides with Earth Day, includes a roster of engaging activities that are designed to inspire our people to appreciate the Earth and its resources and to take action to protect it for ourselves and for future generations. It also gives our employees the chance to connect with their colleagues and families in meaningful ways.

“Earth Week is such an amazing cause to give back to Mother Earth! Make sure you are doing your part to help nature out!”

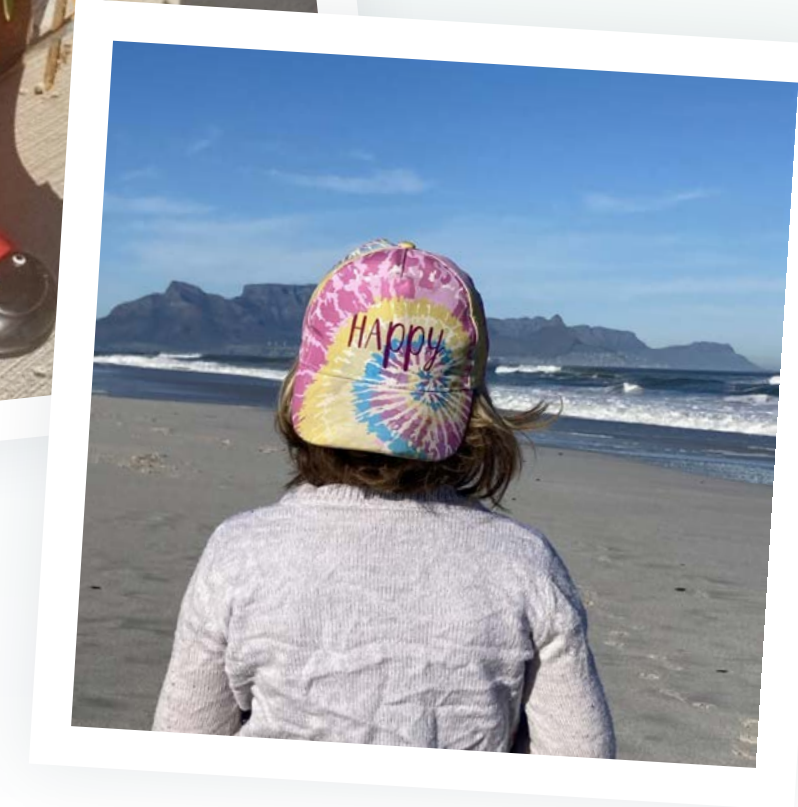
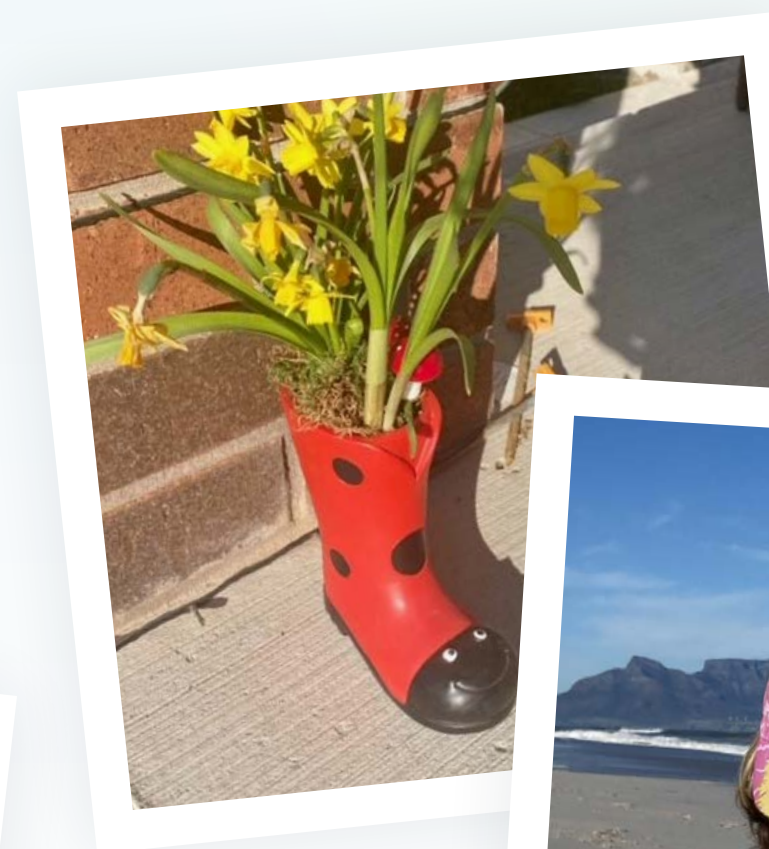
AMANDA
WilsonHCG

“Did you know that a plastic bag is only used on average for 12 minutes before being thrown away?! I’m learning a lot from the Earth Week quizzes.”

KAYLIN
WilsonHCG

“This was a great week and I learned so much information based on the quizzes and will continue to implement the energy saving techniques that were shown.”

SARAH
WilsonHCG



People

In this chapter, we highlight our dedication to fostering a culture of continuous learning and development and the efforts we make to support employee well-being and mental health.

In this section

Our culture

Learning and development opportunities

Health and well-being

Global employee assistance program

Mental health first aider program

MyTime and Work From Anywhere

Recognition

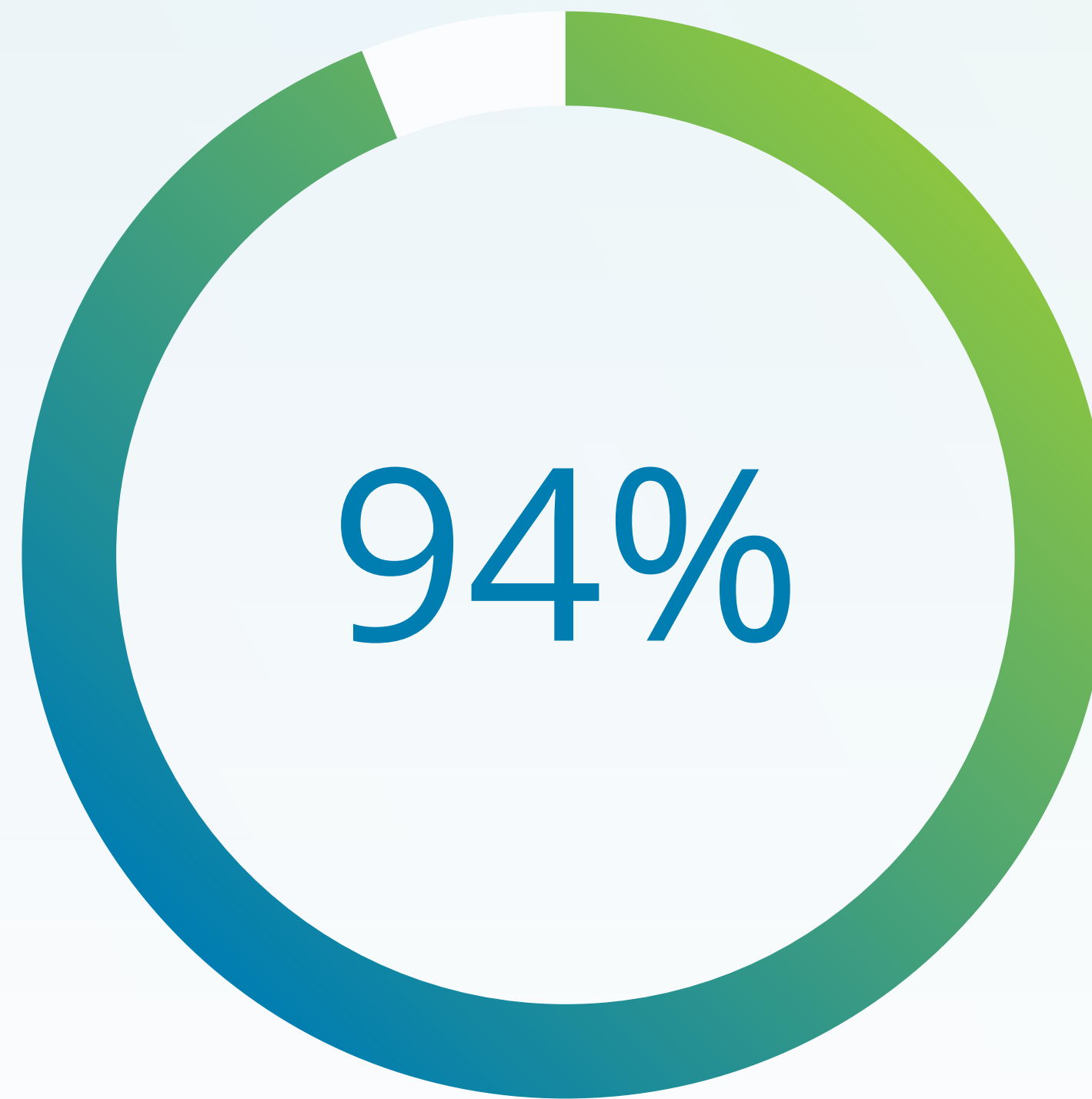


People

We're passionate about making a difference in people's lives.

Our commitment to well-being, our award-winning learning and development program and our efforts to foster a diverse and inclusive workplace is a testament to how much we value our people.

We create an outstanding employee experience and being Certified™ by Great Place to Work® for three consecutive years is a testament to this. Furthermore, 94% of our employees said WilsonHCG is a great place to work – which is 38 percentage points higher than the average US company.



of our employees say WilsonHCG is a great place to work, according to Great Place to Work®.

Our culture

TALENT.™ is who we are. That means we've built a culture based on innovation and feedback, giving people ownership over their ideas. Our collaborative culture helps our people get better. And when our people get better, we get better.

Here are some testimonials of what our employees are saying about WilsonHCG on Glassdoor.

[Visit us on Glassdoor →](#)

"Very supportive and encouraging management with highly professional leaders."

"Supportive management, unlimited PTO, remote work."

"Company culture and commitment from senior management to be the best employer they can be, is outstanding."

"Great people to work with, fun and welcoming culture."

"A great atmosphere in a company, a lot of tools you can use for growing and learning, unlimited PTO."

"Great work life balance and great co-workers."

"Great company, attentive and collaborative work environment, growth opportunities and a vast variety of clients."

"Remote work. Unlimited PTO. Positive work culture. Volunteer opportunities."

"Great culture & diversity and inclusive workplace."

"The opportunities for growth are endless and the culture is amazing here."

"Every employee feels supported and respected."

"WilsonHCG is a company that demonstrate true interest in your wellbeing, mental health and your professional growth".

Learning and development opportunities

We actively foster a learning culture and invest in the ongoing professional and career development of our employees.

Our global talent development team is focused on planning, directing, creating and coordinating programs and career development resources that enhance the knowledge and skills of our employees throughout their careers, empowering them to own their development journey. The team collaborates with leaders to drive company success by aligning development programs and resources with business objectives

We create opportunities for professional growth through competitive remuneration, employee training, development programs and recognition of high performers.

We also have a monthly talent development newsletter to highlight various learning opportunities and resources available to support growth and development here at WilsonHCG.

Everyone that comes into WilsonHCG has a personalized plan for their first 90 days, to ensure that they are onboarded properly and set up for success, so that they are able to hit the ground running.

“Every single thing we do here was someone’s idea. It’s a matter of how that idea evolves. There are many times when people have just reached out and asked why we are doing it like this. From changing vacation policies to the way we operate every day, it all starts with people’s ideas.”

JOHN WILSON
Chief Executive Officer

We have several leadership development programs that help people grow their leadership skills. Every single people leader has participated in at least one of our leadership programs, with 87% of our leaders participate in on-going leadership development. We have the following programs available:

Discovering Leadership

This program supports employees who are interested in transitioning to leadership roles. Participants engage in six weeks of discussion-based learning to grow their self-awareness and leadership competencies. Participants are nominated by their leaders and cohorts are held throughout the year as needed.

Leading at WilsonHCG

Aimed at employees who are new to leadership at WilsonHCG, this program helps participants build a network of peers and provides them with a foundation for leadership. Participants are automatically enrolled when they move into a people management position.

Accelerate Your Leadership Potential (AYLP)

This is an ongoing program for all our people leaders. It brings tools, resources and discussions that are aligned with what's currently going on in the business. AYLP sessions are scheduled monthly and leaders across the organization facilitate sessions based on their expertise. Example goals sessions include Goal Setting for Leaders, Conducting Stay Interviews and Project Management for Leaders.

10+ years

28% of our employees with director level and above roles have been here for 10+ years.

5+ years

65% of our employees with director level and above roles have been here for 5+ years.

INTERNAL CERTIFICATION PROGRAMS

We have multiple internal certification programs geared towards specialist areas of recruitment versus industry-specific certifications. For example, our technology recruitment certification is designed for our specialist IT recruiters. We also have internal certification programs for clinical, healthcare, finance and sales recruitment specialists. We revamped our healthcare certification program in 2023 too as the number of clients we have in this industry has grown substantially in the last 12 months.

Introduction to sourcing

This 12-week course is designed for beginners to equip them with basic sourcing skills. Participants learn how to use Boolean in searches and receive an introduction on the different platforms they can use as they start sourcing. Since the course launched in early 2023, more than 150 employees have completed the course, which consists of self-directed e-learnings and live-sessions. All participants are assigned capstone projects to pull all the learning together as well.

Intermediate sourcing certification

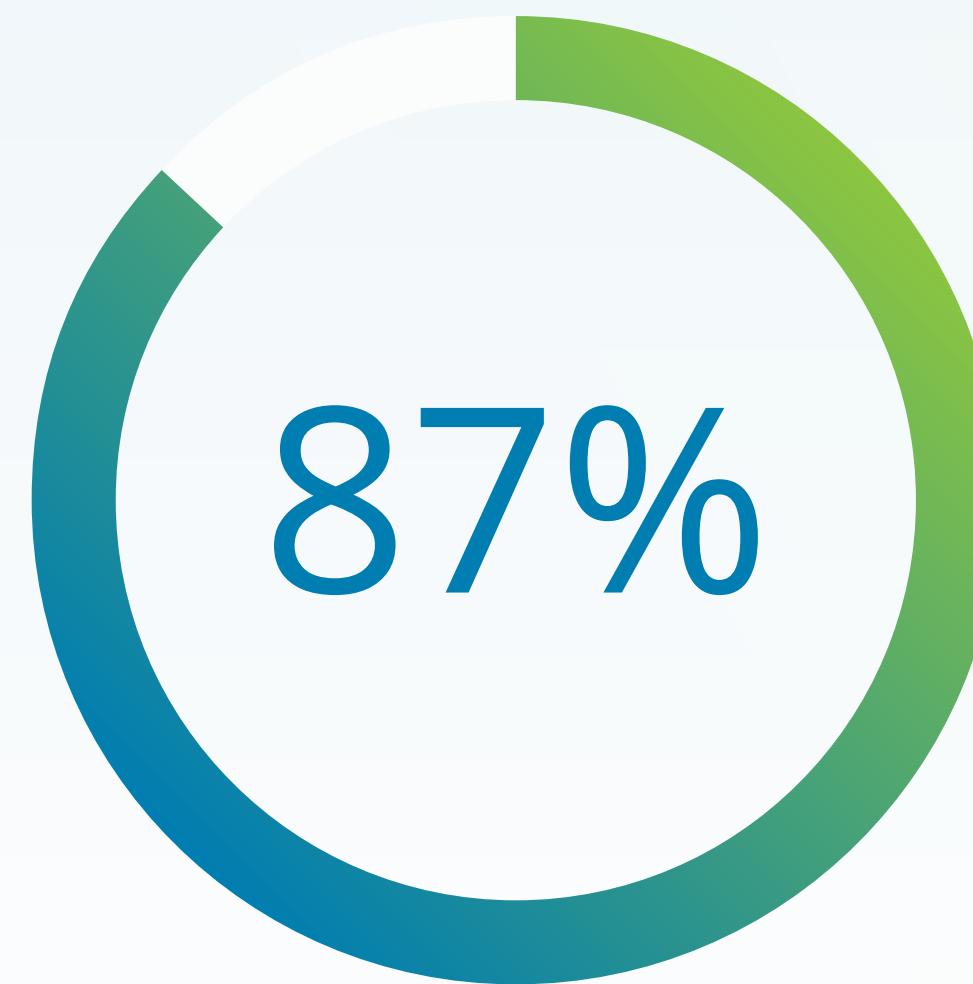
This 12-week program is designed for sourcers and recruiters that have solid foundational sourcing skills. It builds upon our Introduction to sourcing program and helps learners to refine searches and apply more advanced practices for more effective and efficient sourcing. Since the course launched in Q4 2023, 50+ participants have successfully completed all the e-learnings, live sessions and capstone projects.

BUDDY PROGRAM

This 12-week program provides support and guidance to new hires. Buddies help new hires get acclimated to WilsonHCG's company culture and their new roles by discussing a broad range of topics. Our buddy program also helps create a safe space for new hires to ask questions or bring up challenges, while also providing an informal, informational resource on all things WilsonHCG.

GIG PROGRAM

We have an internal GIG program to give our employees the opportunity to learn something new or continue to develop and refine their skills in various areas.



87% of our leaders participate in on-going leadership development.

Health and well-being

We believe an organization is only as strong as its employees, and our mission is to provide everyone with meaningful insights, information and tools that help them feel their best 365 days of the year.

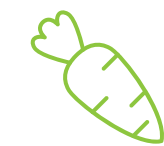
We take a holistic approach to wellness that focuses on four main pillars throughout the year and have a calendar of activities for our employees throughout the year including:



PHYSICAL WELLNESS

We host an annual global Olympiad competition. Participants are encouraged to exercise and log their activity for a one-month period. In 2023, more than 100 employees participated resulting in 680 hours of overall activity including:

- ✓ 3,500km of cycling
- ✓ 4,000km of running/walking
- ✓ 42 hours of meditation



NUTRITIONAL WELLNESS

- We host regular meal and nutrition sessions with certified nutritionists for our employees.
- We host a global TopChef competition annually to raise awareness of nutrition and healthy eating. Last year, we received more than 50 entries.
- We share monthly healthy recipes via our Wellness Connection Newsletter.



FINANCIAL WELLNESS

- We host multiple financial wellness webinars for our global employees.
- We host regional pension/retirement savings sessions with financial experts.



MENTAL WELLNESS

All our employees (and their family members!) have access to a premium subscription of the Calm app. Rated as the number one app for mental fitness and well-being, our employees have access to guided meditations and specialized music playlists to help with stress and focus, mindful movement video and audio, relaxing sleep stories, tailored content for children, wisdom-filled masterclasses led by experts and much more.

- ✓ 80% of our people who use this app regularly engage with it
- ✓ Our people have participated in 35,958 sessions
- ✓ And have logged 332,562 mindful minutes

Global employee assistance program

We have a global employee assistance program which offers employees (and their families) support with any work or personal issues, including short-term professional counseling and connecting them to local resources to help them manage emotional, practical, or physical needs.

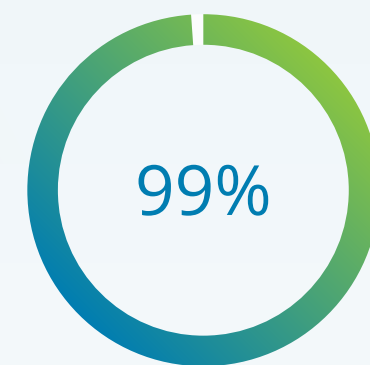
Mental health first aider program

We also provide access to mental health first aid training programs that empower and equip our employees with the knowledge, skills and confidence needed to support friends, family members or colleagues experiencing mental health problems.

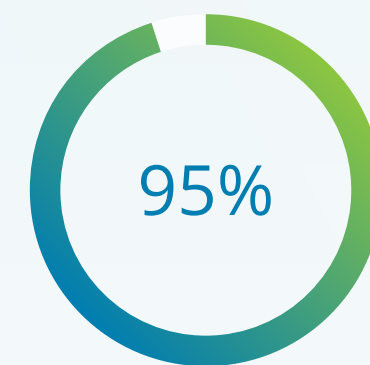
MyTime and Work From Anywhere

One of our main wellness initiatives includes our MyTime policy which provides our employees with a flexible schedule and allows for unlimited paid time off (subject to manager approval) and has no maximum limit of accrual. We also have a Work From Anywhere program that enables our employees to work from anywhere they choose. Participation in the program is subject to various approvals and guidelines.

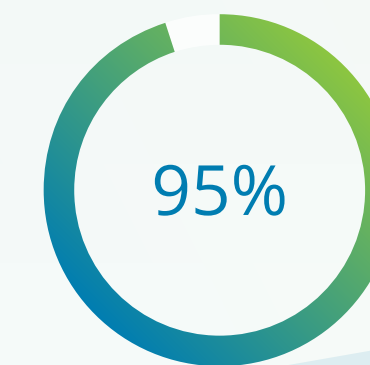
SURVEY RESULTS FROM GREAT PLACE TO WORK®



When you join the company, you are made to feel welcome.

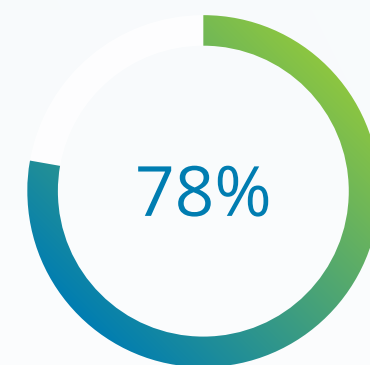


Our facilities contribute to a good working environment.

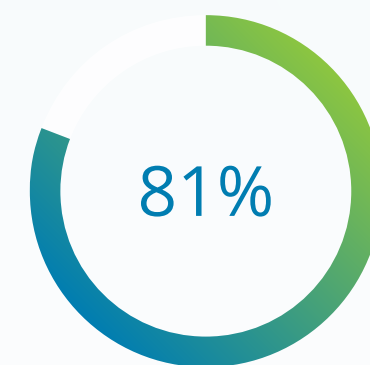


I am able to take time off from work when I think it's necessary.

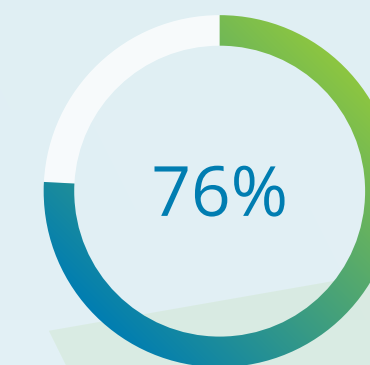
INTERNAL PULSE EMPLOYEE SURVEY RESULTS



78% agree that they are able to have a healthy balance between their work and personal life.



81% agree that they are able to take time off when necessary.



76% agree that WilsonHCG support their mental and physical well-being.

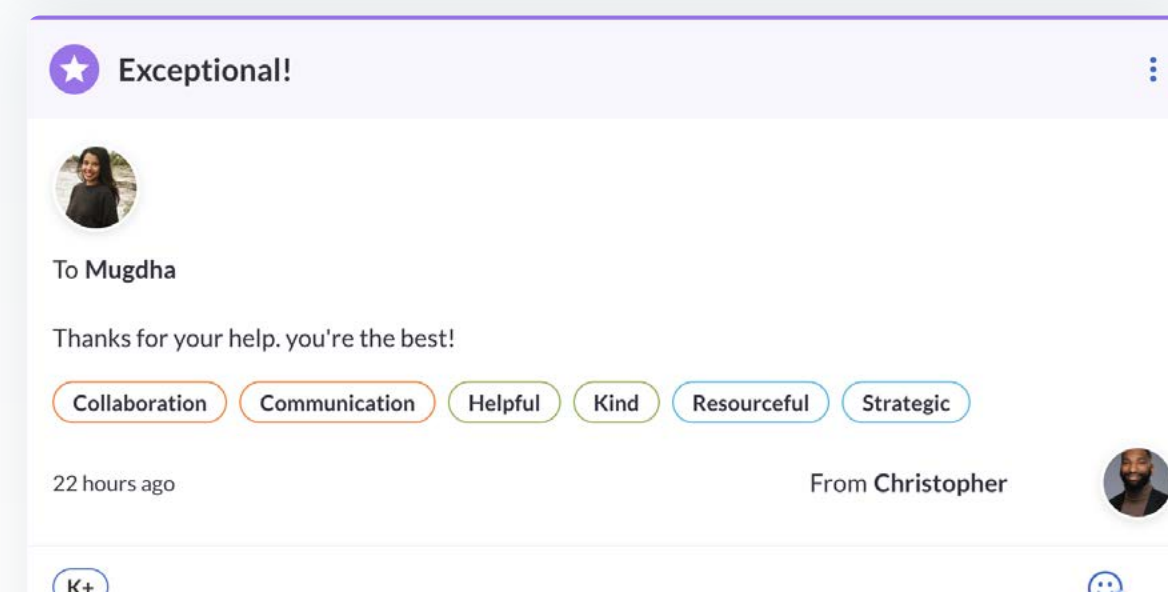
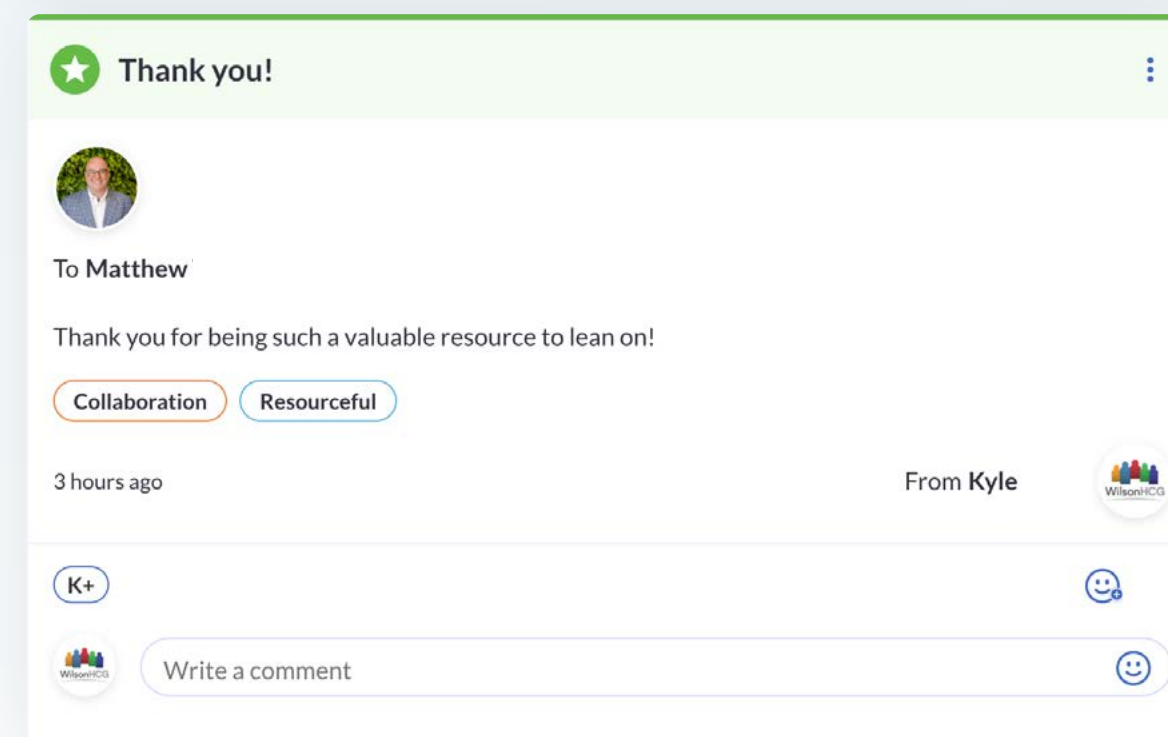
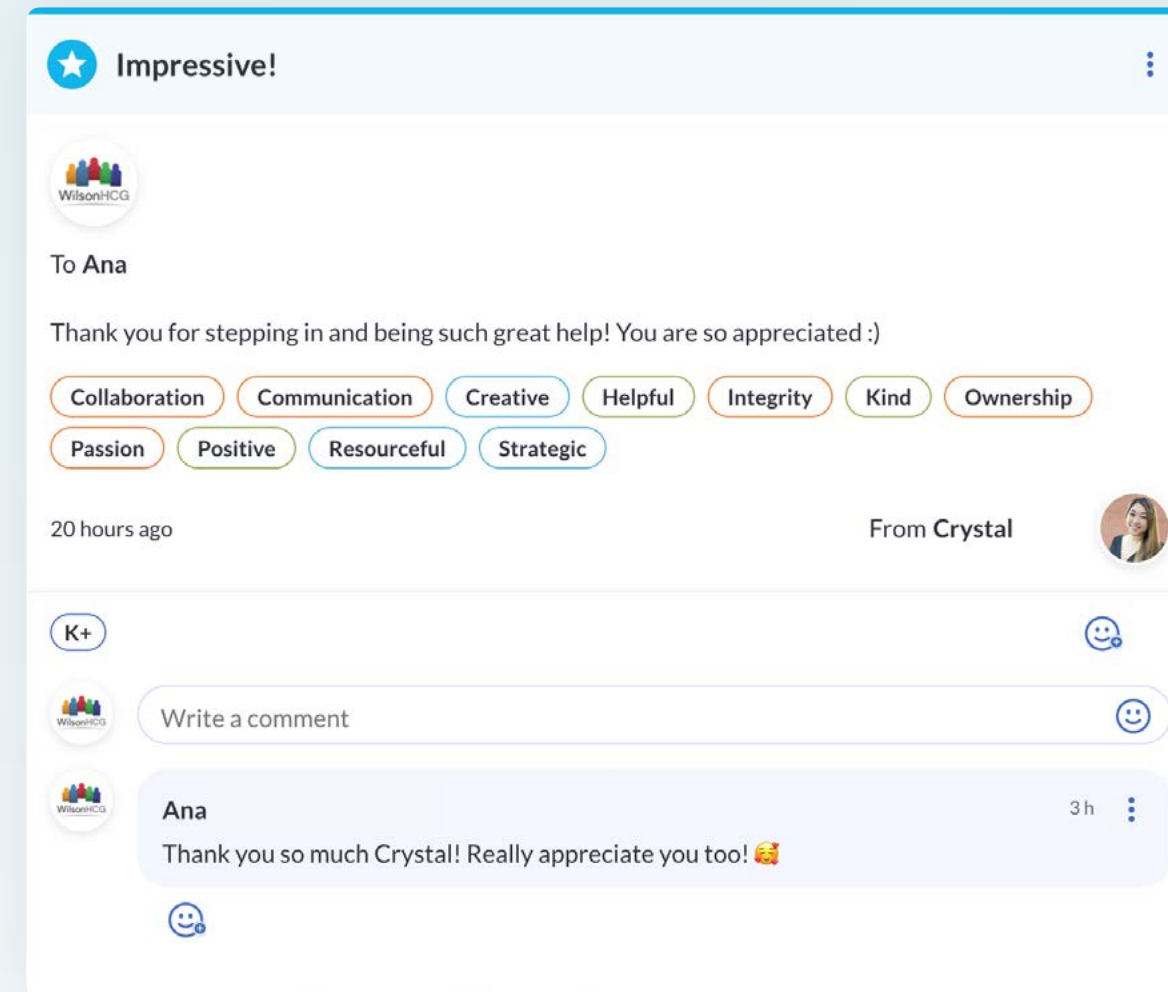
Recognition

We have a variety of initiatives at WilsonHCG which we use to recognize our team members, which include shoutouts on regional huddles and global all-in calls, digital badges, DNA awards, gifting swag items and we use peer-to-peer online recognition platform Kudos.

Our employees are encouraged to give recognition to their colleagues who have gone above and beyond in their roles.

Employees can redeem Kudos points for gift vouchers from a range of global vendors. They can also redeem their Kudos points to make charitable donations to multiple charities.

When employees award Kudos points to colleagues, they call out the qualities that have been demonstrated in line with our culture and values.



*“Brian, what would I do without you?!?
You are amazing and keep up the
amazing work you’re doing :)”*

SHELBY

*“This is perhaps an inadequate expression of
thanks, however genuine nonetheless - for the
incredible work ethic, passion, energy, patience,
and creativity that you have brought to the
[client] account. It is a pleasure to work with
you, Martha, and I’m thankful to the Wilson
allocation machine for bringing us together :)”*

MICHELLE

*“David, fantastic job on hitting 100% on the
January SLAs for assignment to post and
intake to post! We really appreciate your
focus in this area. Keep up the great work!”*

JAYMIE

Diversity, equity, inclusion and belonging (DEIB)

In the DEIB section of our ESG report, we outline our comprehensive strategies and initiatives that help us foster a workplace culture that embraces diversity, promotes equity, fosters inclusion and ensures a sense of belonging for all our employees.

In this section

Our commitment to DEIB

RIDI

Collaborative Sourcing
Community

Supplier diversity program

Client impact

Recognition for our
commitment to DEIB



Diversity, equity, inclusion and belonging (DEIB)

Our approach to DEIB comes down to one mission – to foster an environment where every member of our OneWilson community feels respected, safe, supported and celebrated. DEIB is not an initiative to be executed or a program to check a box; it’s a mindset. One that is ingrained and integrated into everything we do. We demonstrate diversity through our culture and values, and our recruiting and hiring practices by hiring top talent reflective of our diverse society.

We support DEIB within our business, and the organizations with which we do business with, by maintaining workplaces that are free from discrimination or harassment based on race, gender, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

57%

WilsonHCG is proud to have a diverse executive team made up of 57% women.



73%

Workforce gender diversity

36%

Workforce racial diversity

“Through education and constant collaboration, I’m proud to foster a culture where people bring their whole selves to work every day, and in turn, feel respected, empowered and celebrated. Additionally, it’s rewarding to partner with clients across the world to transform their practices and help them reach their own DEIB objectives.”

KIM POPE
Chief Operating Officer

Our commitment to DEIB

BRITE

We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence, and intimidation. One of the ways we can achieve this is through our BRITE Program.

BRITE stands for Belonging, Respect, Inclusion, Togetherness and Equity. Through our BRITE program, we ensure an atmosphere of inclusiveness with programs designed to highlight an employee's upbringing and background to break down barriers and gain a deeper understanding of others.

We also house a catalog of educational materials concerning race, bias, gender identity, allyship and more on our internal site for employees to access at any time. Our BRITE program is sponsored by the board and is co-chaired by our General Counsel (Marisol Hughes) and CEO (John Wilson).

In addition to BRITE, we also foster and nurture employee belonging groups (EBGs) which are voluntary, employee-led groups designed to offer a safe space for people to discuss traits and experiences that make them diverse. Allies are encouraged to join to support, listen and learn.

DEIB Committee

Understanding that diversity requires an ongoing commitment, we also have a diversity, equity, inclusion and belonging committee which is tasked with continuously helping the business achieve a more diverse environment by implementing initiatives across the entire company. This committee helps to establish a supportive and welcoming workplace environment in which employees of all backgrounds and demographic characteristics can work together.

Diversity Summit

In 2023 we hosted our first week-long, companywide Diversity Summit. Remote, live and on-demand sessions were available for our employees to learn more about our DEIB initiatives and gain insights and best practices in key areas of DEIB.

Check out the Diversity Summit itinerary:

- ✔ Diversity Summit Kick-Off with Kevin England
- ✔ Inclusive Hiring Updates with Taylor Alphin
- ✔ Employee Belonging Groups Breakout Session
- ✔ A Conversation on Aging presented by members of our 40+ EBG
- ✔ Leadership Panel with Michael Taylor
- ✔ Diversity Summit Closing with John Wilson



Completion rate for our annual unconscious bias training.

1,200+
More than 1,200 employees participated in our Diversity Summit.

Employee Belonging Groups (EBGs)

We have nine employee-led resource groups, known as employee belonging groups, that support collaboration, networking and allyship within the OneWilson community. The EBGs not only encourage people to speak up and share their thoughts and experiences, but also provide valuable learning opportunities through workshops and guest speakers. Our EBG groups also sponsor charitable foundations and work towards supporting community outreach initiatives.



Black Wilson Network (BWN)

The Black Wilson Network provides support for the Black community at WilsonHCG (who self-identify as Black or African American) and promotes growth, success and retention of these employees across all job functions and regions. This group is committed to embracing differences, improving processes and creating an environment where opportunities are equitable and exist across the organization. Any allies who support the goals of this group are welcome to join. The BWN also hosts a range of activities annually to mark Black History Month.



Pride@Wilson

Pride is an employee-led belonging group that supports collaboration, networking and allyship within and provides a forum for employees with shared experiences or interests in the LGBTQIA+ community to come together and make a difference. Pride is made up of employees from around the world who meet up virtually and interact in an open, safe, non-judgmental, and supportive environment. The group produces a monthly newsletter with each edition focused on raising awareness on a key topic.



40+ EBG

This EBG is focused on the contribution of anyone in the 40+ age group - including sharing of values, wisdom and experience in a multi-generational workforce. Monthly meetings focus on a key area impacting the 40+ group such as how their approach to learning differs to other generations.



Multicultural Collaborative EBG

The Multicultural Collaborative group is a collective where everyone can share their different cultures, ethnic backgrounds and traditions. It's open to all cultures at WilsonHCG and to any allies that would like to support and learn about others.

500+
Our EBGs have
500+ members
across the world.



WilsonHEROES

WilsonHEROES is focused on helping veterans and military spouses. They focus on several initiatives including engaging with the community in a positive way, encouraging resiliency for optimal performance, taking ownership of actions, empowering others and committing to service before self.



PAW (Parents @ WilsonHCG)

Parents at WilsonHCG is a support network for anyone across our business who fulfills the duties of parenthood or caregiving in any way, shape, or form! The goal of PAW is to foster an open, safe, non-judgmental, and supportive environment – and of course, have fun along the way! This year, the group compiled a list of quick and easy recipes, shared tips on family finances and co-parenting and coordinated with the the WilsonHCG Back to School Drive in support of the Kids in Need Foundation.



Women Who Lead

This EBG is for emerging and current women (and allies!) in the business looking for a support network and mentorship. This group provides internal and external educational opportunities to build an appreciation for women within our organization and beyond. Regular meetings are held, often with guest speakers. This year the group supported Project Glimmer, a US-based non-profit organization that helps girls to increase personal confidence and introduces them to positive role models and creates a support network which provides career coaching.



Mighty Introverts

This EBG allows introverts to feel empowered and they're encouraged to see their personality as a strength. Members and allies share experiences and ideas related to being an introvert and discuss ideas for inclusion.



Neurodivergent EBG

This group aspires to be a collective of diverse neurostars, leaders and allies. The aim is to support, educate, uplift while learning about each other. Members share tips and initiatives on how to be their most productive and authentic selves in the workplace and foster relationships that surpass the work environment. In 2023, the EBG focused on raising awareness of multiple issues, including ADHD, Autism and how neurodiversity can be supported in the workplace. The group also supported the Light It Up Blue for Autism campaign in April.

“WilsonHCG has empowered me to dig deeper with my passion for diversity – challenging me to think outside of the box to identify diverse talent and then teach others how to do the same. I think this type of encouragement is key for anyone interested in pushing that forward and should be continued.”

KYARA
WilsonHCG

Recruitment Industry Disability Initiative (RIDI)



We're proud to be a Recruitment Industry Disability Initiative (RIDI) Pioneer. We've long had a reputation for building disability confidence and inclusivity in recruitment.

[Learn more →](#)

Collaborative sourcing community

WilsonHCG has a Collaborative sourcing community and diversity and inclusion sourcing strategies are a frequent topic of discussion, with members sharing tips and resources on how to source diverse candidates.

Supplier diversity program

We have a database of diverse suppliers and partners, and we vet and survey any new suppliers to ensure adherence to our ethical standards (for example, confirming if the supply partner hold a DEIB policy and has diversity and inclusion strategies in place).

"As a RIDI Pioneer, we're committed to inclusive recruitment and will continue to develop and share best practices in inclusive hiring across the industry."

LESLEY TAYLOR
SVP of talent operations

Client impact

Hiring diversity is important at WilsonHCG. But, beyond that, it's how we, as a company, empower diversity and inspire inclusion to unite the workforce and the greater talent ecosystem. We have a global commitment to diversity, both within our own organization and in our client talent acquisition programs. All client-facing employees build diverse pipelines of talent and present diverse candidate slates. All our employees undergo annual training to raise awareness of unconscious bias. Our onboarding programs help new employees adapt to the company culture and outline the standards of expected behavior and conduct, including tolerance and inclusion.

Case study

HOW WE IMPROVED DIVERSITY AND INCLUSION HIRING IN PARTNERSHIP WITH ONE OF OUR CLIENTS

The client, a global professional services company that provides IT consulting and services, required enhanced and localized sourcing, specifically with an objective to increase diversity hires across locations in North America and EMEA, as well as supporting graduate/campus hiring and talent pipelining.

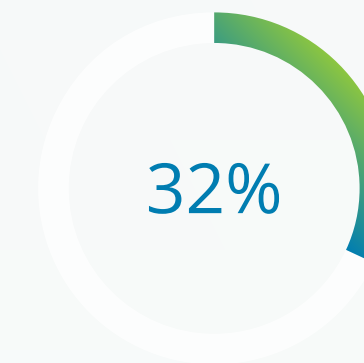
Solution:

We partnered with the client to develop a diverse and inclusive targeted sourcing strategy and developed networking strategies to encourage application from underrepresented groups.

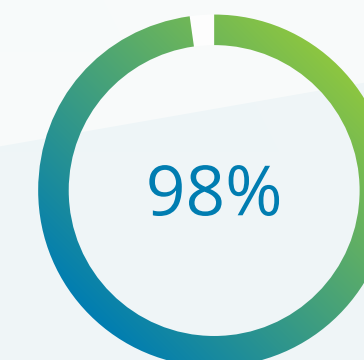
We introduced an enhanced sourcing model (including sourcing, submitting, scheduling for interview days, internal team extends all offers) as part of our scalable hybrid RPO program, with full recruitment lifecycle support.

Roles in scope included software engineers, data engineers, business intelligence/business analysts, infrastructure/security consultants, sales and business development and corporate positions.

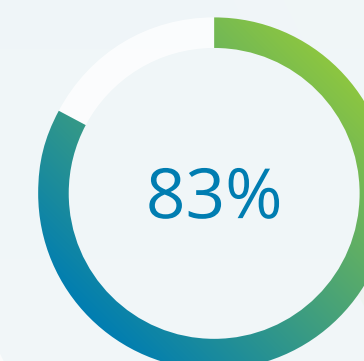
Results:



32% increase in the female diversity slate as a result of our successful DEI sourcing initiative.



An improved offer-to-hire of 98% because of the enhanced sourcing model that our team delivered.



An improved offer acceptance rate of 83%.

Recognition for our commitment to DEIB

We're proud to be recognized by several organizations for our commitment to DEIB.



BEST WORKPLACES FOR WOMEN

WilsonHCG was recognized as one of the 2022 Best Workplaces for Women by Great Place to Work® and Fortune magazine. The prestigious list is the only company culture award in the US that selects winners based on how fairly women say they're treated at their workplace.

[Learn more →](#)



BEST WORKPLACE FOR MILLENNIALS

In 2023, WilsonHCG earned a place on the Great Place To Work® and Fortune Best Workplaces for Millennials™ List. To determine the list, Great Place To Work collected nearly 500,000 responses from millennials at eligible companies.

[Learn more →](#)



GLOBAL POWER 150 WOMEN IN STAFFING

Kim Pope, WilsonHCG's Chief Operating Officer, was named a 2023 Global Power 150 Women in Staffing honoree by Staffing Industry Analysts for the second year in a row. In its ninth year, this annual list recognizes women for exceptional contributions to the staffing industry.

[Learn more →](#)



DIVERSITY, EQUITY & INCLUSION INFLUENCER

Marisol Hughes, EVP and General Counsel, was named to the Staffing Industry Analysts 2021 Diversity, Equity & Inclusion (DE&I) Influencer's list. The list recognizes leaders in organizations in the US and Canada who make diversity, equity, inclusion and belonging (DEIB) a priority and make real change in their organizations and the wider talent ecosystem.

[Learn more →](#)



WOMEN WORTH WATCHING

WilsonHCG's Jennifer Koss was named a 2022 Women Worth Watching honoree by Profiles in Diversity Journal in recognition of her dedication to diversity, equity, inclusion and belonging.

[Learn more →](#)



HUNT SCANLON'S HR/DIVERSITY RECRUITING POWER 65 RANKING

WilsonHCG featured in Hunt Scanlon's HR/Diversity Recruiting Power 65 Ranking. It's an annual roundup of the 65 most prominent executive search firms specializing in HR and diversity, equity & inclusion.

[Learn more →](#)

Community outreach

In this section, we've highlighted our partnerships and initiatives that contribute positively to the communities in which we operate.

In this section

Community involvement
and volunteering

Wilson Helping Hands
Committee



Community outreach

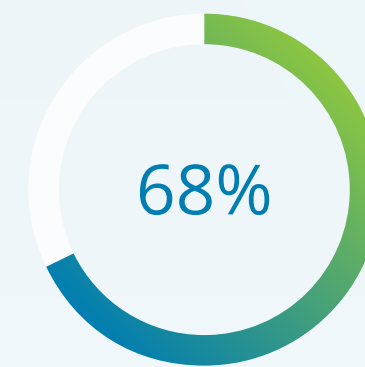
We're committed to supporting charitable organizations internationally as well as those local to our offices. In 2023, we supported the following charities with donations from the company and our employees via our Kudos platform.

CHARITABLE ORGANIZATIONS THAT WE SUPPORTED IN 2023

- Canopy Project
- Fisher House
- Trevor Project
- Turkey Earthquake Relief Fund
- Autism Society
- Red Cross
- Kids in Need
- MercyFull
- Passage Homes
- Habitat for Humanity
- Breast Cancer Walk
- Boys and Girls Club
- Walk to End Alzheimer's
- Keep Tampa Bay Beautiful
- Kids in Need Foundation
- City of Mississauga
- North Platte Pow Wow
- North York Harvest
- Bernie's Book Bank
- Scarborough Center for Healthy Communities
- Plant a Tree Drive with City of Toronto

948 hours

Our employees spent 948 hours volunteering in 2023.



68% of those hours were donated by the Wilson Helping Hands Committee.



15%

15% of all Kudos redemptions were donations to charitable causes in 2023.



Community involvement and volunteering

We believe in the inherent value of volunteering and aim to create a positive impact on society and improve people's lives wherever possible. We encourage our employees to give back to their communities and host an annual Day to Give Back initiative. Our employees select non-profit organizations or charities and spend a day volunteering with them.

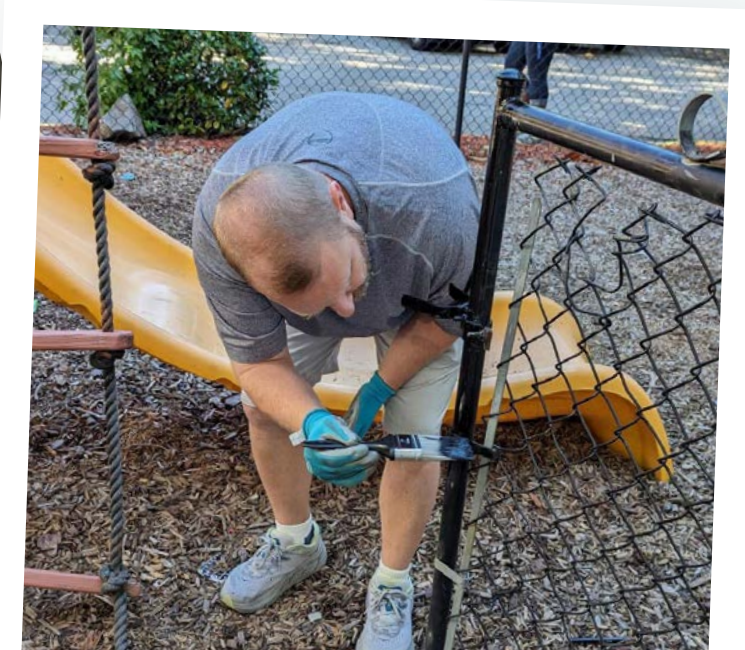
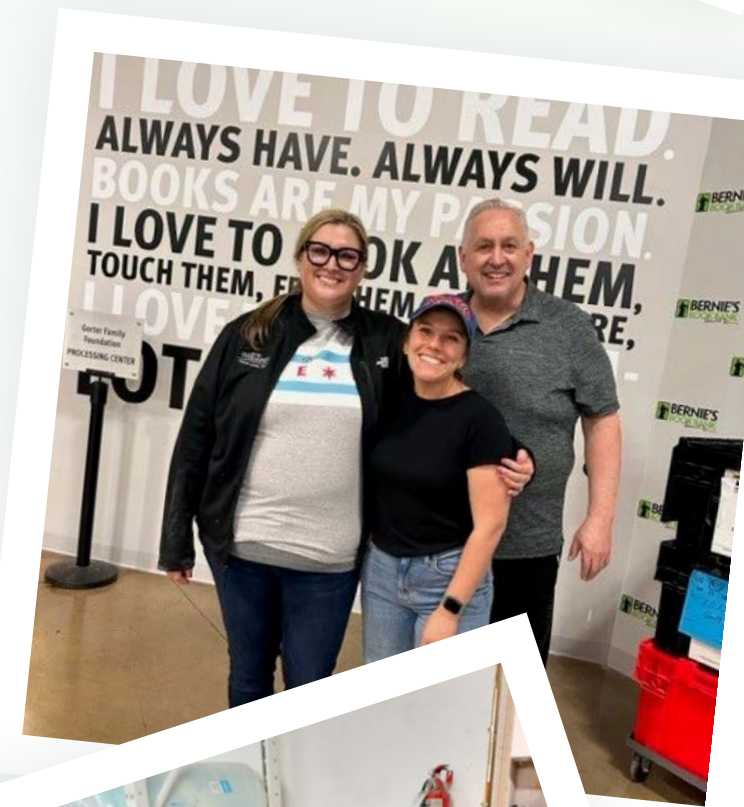
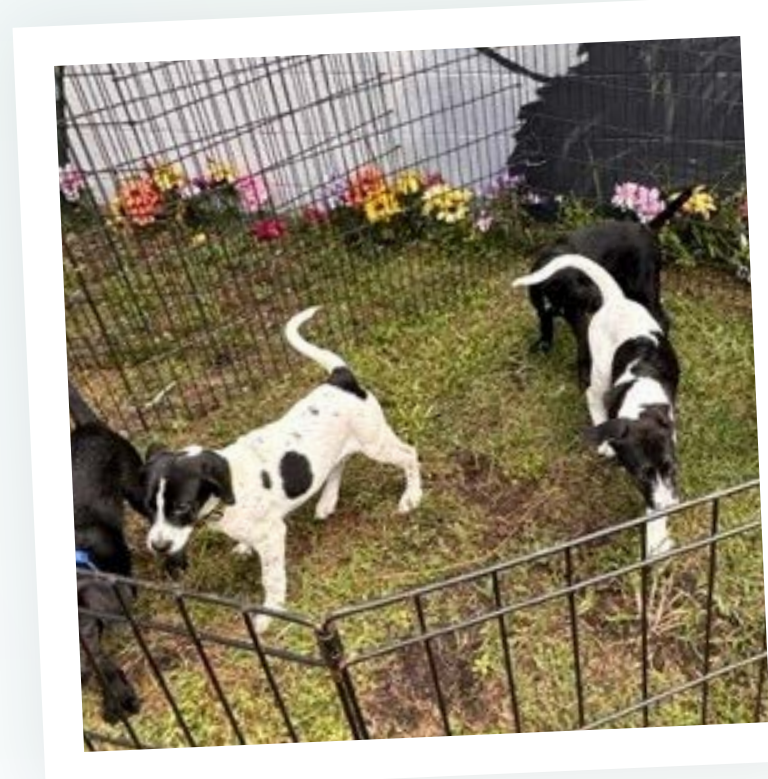
Wilson Helping Hands Committee

We also have a committee that's devoted to giving back known as the Wilson Helping Hands Committee. Chapters have been established in several WilsonHCG regions and members participate in volunteer activities on a quarterly basis.

"We believe in putting the needs of others at the forefront of everything that we do, operating with a heart of service and generosity. We help others because we genuinely want to improve the world in which we live and make a difference."

BECKY JENKINS

Director, Employee Experience and Talent Development



Corporate governance

You can find details of our corporate governance framework in this section.
We also outline our commitment to ethical decision-making.

In this section

Employee rights

Employee Code of Conduct

Supplier Code of Conduct

Business continuity

Cybersecurity

Compliance Committee

Corporate governance

Respect for human rights is one of WilsonHCG's fundamental values (we are a company of people, after all).

That's why we always strive to respect and uphold the freedom and rights of our employees, clients and vendors. Through our actions and policies, we strive to respect and promote human rights by upholding the UN Guiding Principles on Business and Human Rights in our relationships with our employees and suppliers.

We expect all employees and our clients to avoid causing or contributing to human rights infringements through their business actions. We're committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking and to report incidences of the same to local authorities when discovered. We also do not engage in or condone the unlawful employment or exploitation of children. Everyone who works with us is expected to adhere to our code of conduct and Modern Slavery Statement.

[Read the Modern Slavery Statement](#) →

Employee rights

We employ thousands of individuals from all over the world. We believe all our employees deserve to be treated with integrity and respect. Therefore, we foster a work environment of transparency and trust. We're a committed equal-opportunity employer and abide by all fair labor practices. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards. We have processes in place to ensure we are following all federal, state, and local regulations and laws.

We also respect the human rights of our employees by ensuring we abide by their right to just and favorable working conditions, physical integrity, workplace safety, privacy, and family life and freedom from harassment and bullying in the workplace. We respect the right of employees to express their opinions or their faith in the workplace and will not retaliate against them for doing so. We're committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks and will engage with employees to improve health and safety in our workplaces.

We continuously review and update policies and procedures to proactively identify, address and respond to unfavorable human rights impacts.

Employee Code of Conduct

We strive to be as ethical and compliant as possible while conducting business with our clients and vendors. We understand that our employees' behavior directly impacts the business from a reputational point of view. That's why all our employees are required to abide by our Employee Code of Conduct. Our code establishes our standards, guides our decision making and fosters a professional work environment. It serves as the benchmark for employee performance and lays out the foundation of the behavior expected of our employees and provides instructions for best practices for our company.

Employee rights include:

- ✓ To be treated with integrity and respect
- ✓ A work environment of transparency and trust
- ✓ Competitive compensation
- ✓ Physical integrity and workplace safety
- ✓ Privacy and family life
- ✓ Freedom from harassment and bullying
- ✓ To express their opinions and their faith

Supplier Code of Conduct

WilsonHCG is committed to the highest standards of service quality and business integrity. We require all our suppliers and their employees to conduct themselves with the highest standards of honesty, fairness, and integrity, complying with all applicable laws and avoiding the appearance of impropriety. We also strive to be an asset to the community and society at large by supporting social, cultural, intellectual, environmental and economic initiatives, while improving the quality of life of our workforce and their families at the same time and we expect our vendors to do the same.

Our Supplier Code of Conduct outlines our expectations for our vendors when engaging in providing products and services to WilsonHCG. Suppliers are expected to act in accordance with the code, including aligning their own guidelines, policies, and practices with our Code of Conduct and communicating and enforcing the code provisions throughout our supplier's own vendors.

Business continuity

We have a robust business continuity and disaster recovery plan (BCDR) tailored to each region we operate in to address a number of threats.

The plan includes information on how we prepare, respond and recover from potential disruption.

We test our BCDR plan regularly and update it accordingly.

Our global operating model means we're confident in our ability to provide continuous service. All our systems are cloud-based and people do not need to be in the office. For example, if we were to experience downtime in one of our offices due to the event of a disaster, the work would automatically shift to comparable resources in another city or country to maintain business operations. We have continually achieved the goal of avoiding business interruptions since our inception.

Cybersecurity

Our information security policy covers due diligence on third parties, information security risk assessments and audits of control procedures to prevent information security breaches. WilsonHCG is SOC 2 Type 2 certified. The annual certification renewal allows us to provide assurance internally and externally that we take all measures to keep data and systems safe.

We have an extensive cybersecurity training program that addresses best practices for keeping our people, their information and client and partner information safe. Topics include security awareness, physical security, password security, system security, wireless network security, phishing, spam, smishing, WHCG tools, our incident response plan and much more. All employees

complete our annual cybersecurity awareness training program. And we have ongoing initiatives to help employees identify, block and report threats.

Compliance Committee

Since compliance affects so many aspects of our business, our committee has members from all departments, allowing us to work together cross-departmentally. This committee gives our people the opportunity to branch out and learn about topics they have questions about, discuss what they're seeing/hearing throughout their everyday work life, give ideas and get involved.



100% of our employees completed our annual cybersecurity awareness training in 2023.

Goals & impact

In this section, we've outlined our commitments to aligning with the UN Sustainable Development Goals. Developed by the UN, the goals are the blueprint to achieve a better and more sustainable future for all.

In this section





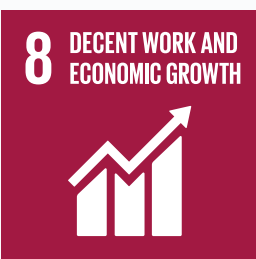
Commitments to align to the UN Sustainable Development Goals





2024 commitments



Goals & impact

Commitments to align to the UN Sustainable Development Goals

UN GOALS	WHAT WE DO
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p><i>Good health and well-being:</i> Ensure healthy lives and promote well-being for all. This goal promotes healthy lifestyles, preventative measures etc.</p>	<ul style="list-style-type: none"> ✓ Mental health first aiders ✓ Activities by the Wellness Committee ✓ Unlimited PTO
 <p>4 QUALITY EDUCATION</p> <p><i>Quality education:</i> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> ✓ All employees are encouraged to participate in online and in-person learning with a vast catalogue of courses on offer
 <p>5 GENDER EQUALITY</p> <p><i>Gender equality:</i> Achieve gender equality and empower all women and girls.</p>	<ul style="list-style-type: none"> ✓ Women Who Lead EBG – supporting Project Glimmer ✓ WilsonHCG is proud to have a diverse executive team made up of 44% women.
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p><i>Affordable and clean energy:</i> Ensure access to affordable, reliable, sustainable and modern energy for all. Implementing new energy solutions as fast as possible to essential counter climate change.</p>	<ul style="list-style-type: none"> ✓ Renewable energy used in all offices
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p><i>Decent work and economic growth:</i> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<ul style="list-style-type: none"> ✓ Code of Conduct for all employees ✓ Annual reviews for all

GOAL		WILSONHCG APPLICATION
	<p>Reduce inequalities: Reduce inequality within and among countries. Equality and prosperity to be available for everyone – regardless of gender, race, religious beliefs or economic status.</p>	<ul style="list-style-type: none"> ✔ Offices in multiple countries supporting economic growth ✔ We have multiple policies in place to help reduce inequalities including our anti-harassment policy
	<p>Sustainable cities and communities: Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<ul style="list-style-type: none"> ✔ Promoting sustainability to employees ✔ All offices have sustainable goals
	<p>Responsible consumption and production: Ensure sustainable consumption and production patterns.</p>	<ul style="list-style-type: none"> ✔ Recycling facilities available in all offices ✔ IT equipment is recycled
	<p>Climate action: Take urgent action to combat climate change and its impacts. These changes also provide huge opportunities to modernize infrastructure which will create new jobs and promote greater prosperity across the globe.</p>	<ul style="list-style-type: none"> ✔ Scope 2 and 3 goals
	<p>Life on land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably managed forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<ul style="list-style-type: none"> ✔ No single use plastics ✔ Educating employees on sustainability

GOAL	WILSONHCG APPLICATION
<div data-bbox="926 476 1092 645"> </div> <p data-bbox="1186 789 1742 821"><i>Peace, justice and strong institutions:</i></p> <p data-bbox="1186 836 2295 902">Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<ul data-bbox="2502 470 3168 1221" style="list-style-type: none"> ✓ Anti-harassment policy ✓ DEIB training programs, 9 EBSGS and multiple policies including our anti-harassment policy ✓ We host an annual Diversity Summit with remote, live and on-demand sessions for employees to learn more about our DEIB initiatives and gain insights and best practices in key areas of DEIB. ✓ We have a DEIB Committee which continuously helps the business achieve a more diverse environment by implementing initiatives across the entire company. This committee helps to establish a supportive and welcoming workplace environment in which employees of all backgrounds and demographic characteristics can work together.
<div data-bbox="926 1311 1092 1480"> </div> <p data-bbox="1186 1446 1579 1478"><i>Partnerships for the goals:</i></p> <p data-bbox="1186 1493 1952 1558">Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p>	<ul data-bbox="2502 1305 3135 1699" style="list-style-type: none"> ✓ Encourage offices globally to be as sustainable as possible ✓ Sustainability issues considered when reviewing office space globally ✓ We have a Supplier Code of Conduct which outlines our expectations for vendors. ✓ We also ask all suppliers to complete an ESG questionnaire and tracker to better determine supplier sustainability.

2024 commitments



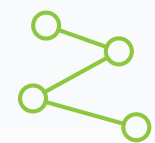
STRENGTHENING ESG

Continue to maintain oversight of our ESG program, not just with board members, but our global workforce.



POLICY REVIEWS

Ensure our governance policies meet applicable laws and deliver best practice with an annual review.



FURTHER DIVERSIFY OUR SUPPLIERS

Continue to diversify our supply chain.



EMPLOYEE FEEDBACK

Carry on gathering employee feedback through our internal Pulse surveys and use the results to inform strategy and drive change.



CYBERSECURITY

Strengthen our cybersecurity efforts to secure our systems and protect employees, clients and partners from vulnerabilities and threats.



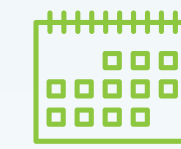
ECOVADIS

Receive at least a bronze medal from EcoVadis annually.



REDUCE EMISSIONS

Reduce our total carbon footprint and 5% reduction in scope 2 and scope 3 emissions by 2024. We'll continue to raise awareness among our people and provide regular updates on progress.



FLEXIBILITY

Meet our people how and where they work best through programs like MyTime, Work From Anywhere, flexible working and encouraging mental health breaks. Employees also have access to guided meditations and specialized music playlists to help with stress and focus, mindful movement videos and audio, through the Calm app.



LEADERSHIP

Further increase diversity within our internal leadership development programs to expand diversity in leadership roles within the business.



EBGS

Continue to provide executive support to our EBGs and launch additional groups to better support employees and foster a diverse, inclusive workplace.

Appendix

We've outlined how we align with UN Sustainable Development Goals in the appendix.

In this section

Supporting data aligned with UN Sustainable Development Goals

Appendix

Supporting data aligned with UN Sustainable Development Goals

LABOR AND HUMAN RIGHTS	
OBJECTIVES/ACTIONS	RELATED UN SUSTAINABLE DEVELOPMENT GOALS
100% of our employees across all locations receive regular performance and career development reviews.	    
100% of our employees receive career or skill-related training.	    
100% of our employees receive training on diversity, discrimination and/or harassment.	    
72.24% of our total workforce were women.	  

LABOR AND HUMAN RIGHTS (CONT'D)	
OBJECTIVES/ACTIONS	RELATED UN SUSTAINABLE DEVELOPMENT GOALS
28.57% of women in the workforce hold top executive positions.	
We grant special remuneration/time-off for overtime worked.	
All employees are entitled to paid annual vacation as part of our MyTime program.	
All employees receive 24 hours rest within a timeframe of seven consecutive days.	

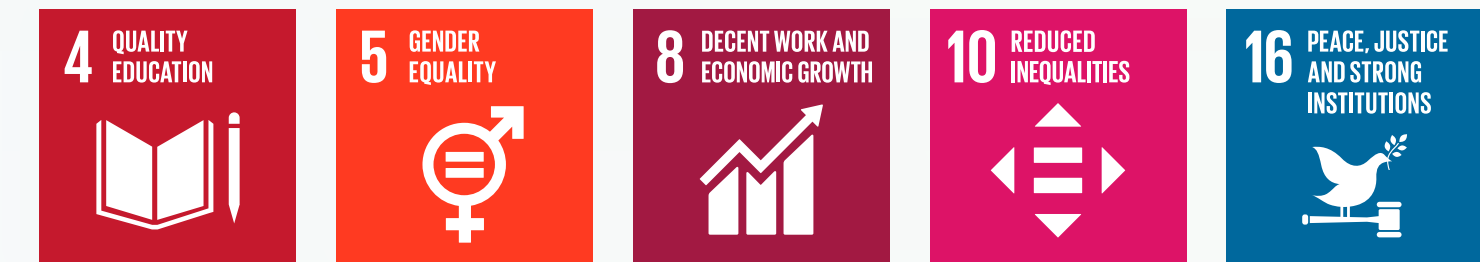
LABOR AND HUMAN RIGHTS (CONT'D)	
OBJECTIVES/ACTIONS	RELATED UN SUSTAINABLE DEVELOPMENT GOALS
All employees are paid statutory minimum wages.	
We operate a transparent recruitment process which is communicated clearly and formally to all candidates.	
All employees receive a regular assessment of individual performance quarterly.	
All employees receive individual development and career plans.	

LABOR AND HUMAN RIGHTS (CONT'D)

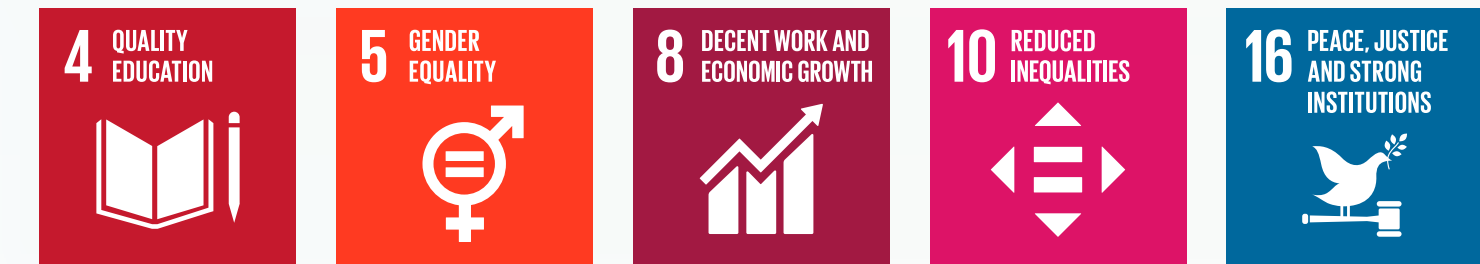
OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

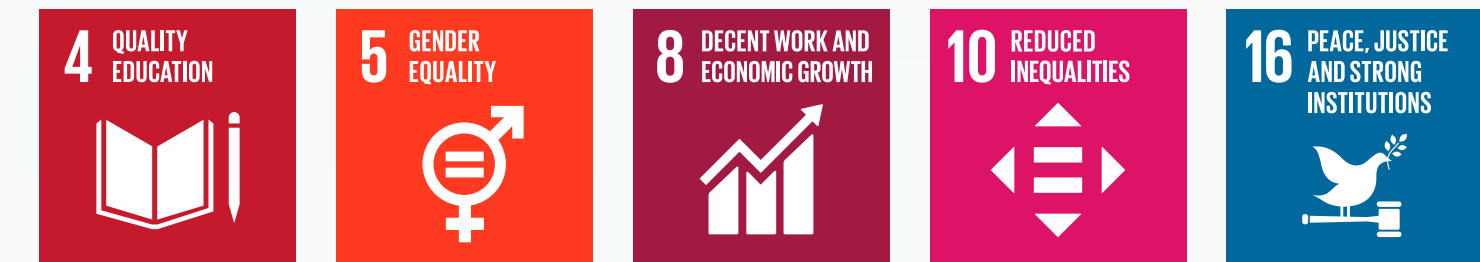
We have official measures to promote career mobility, including our GIG program, goal setting training and a code of conduct around promoting career mobility.



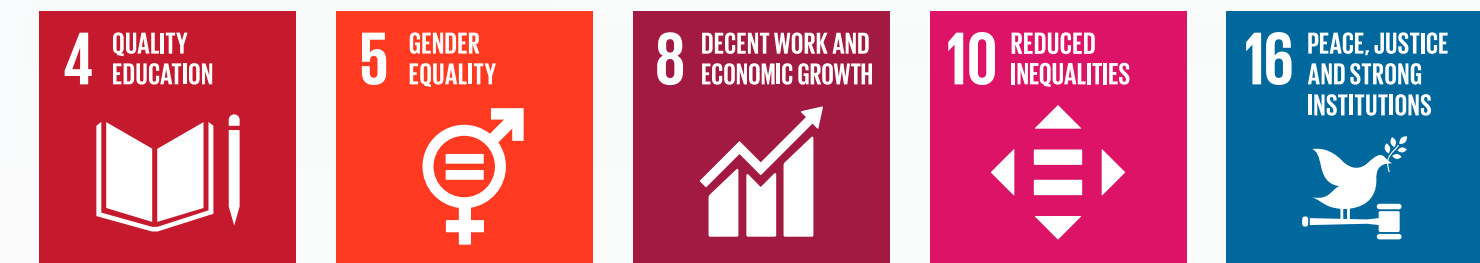
We have published an EEO statement to promote diversity, equity and inclusion and have various actions in place to prevent discrimination in professional development and the promotion process including our BRITE program.



We have a code of conduct for anti-harassment and anti-retaliation which includes whistleblowing procedures.



A remediation procedure is in place for identified cases of discrimination and/or harassment.

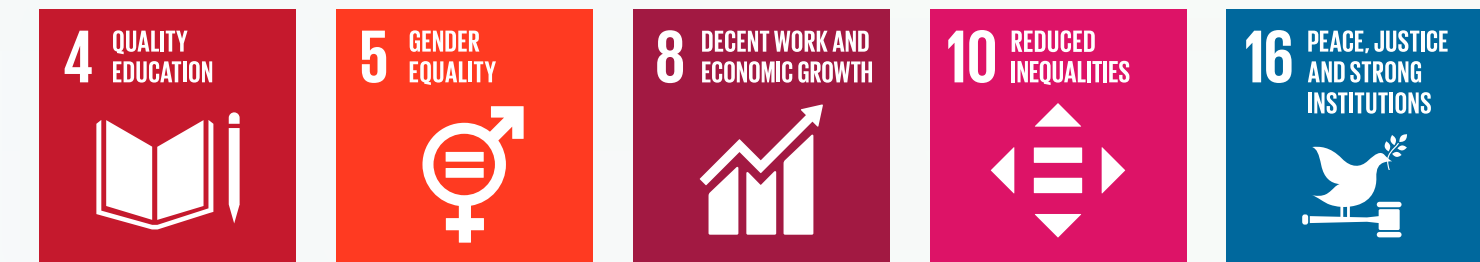


LABOR AND HUMAN RIGHTS (CONT'D)

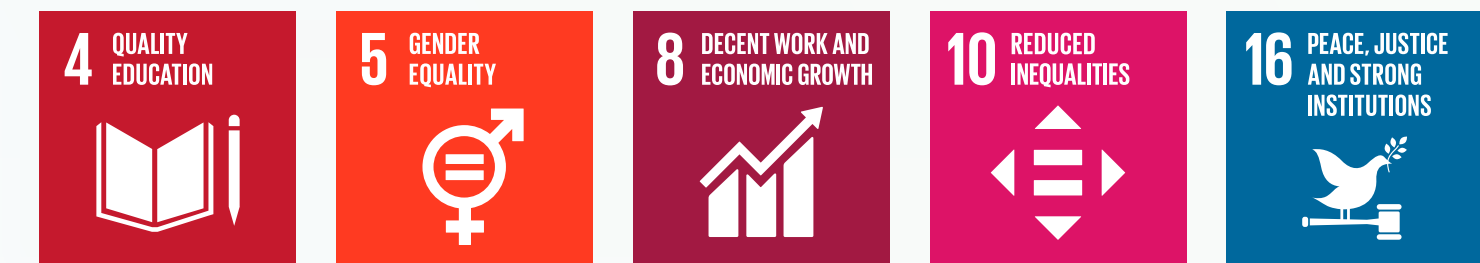
OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

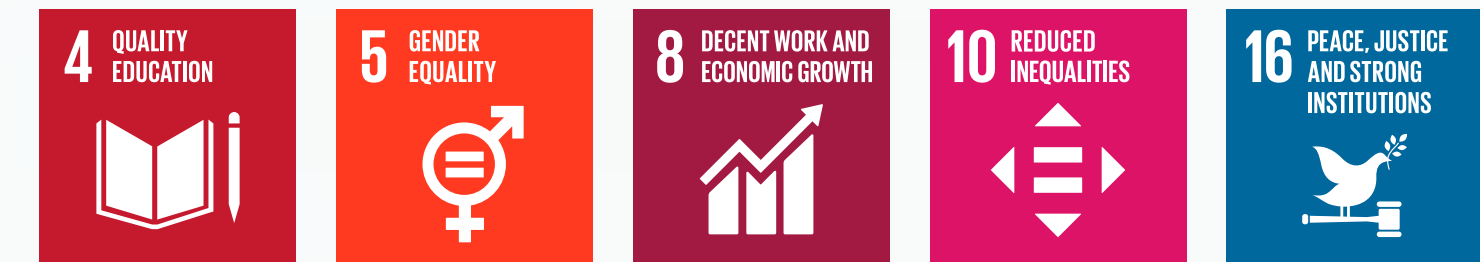
We have various support groups and employee belonging groups to support minorities/vulnerable groups.



We have specific programs in place to support all development including women's development and mentorship.



We conduct regular wage audits to ensure wage equality across the business.



We report on KPIs covering employee health and safety, working conditions, diversity, equity and inclusion and external stakeholder human rights.



ENVIRONMENT

OBJECTIVES/ACTIONS

We have a formalized environmental policy which includes energy consumption and greenhouse gases and waste management/recycling.

We have an IT hardware refurbishing/recycle process for all offices.

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

ETHICS	
OBJECTIVES/ACTIONS	RELATED UN SUSTAINABLE DEVELOPMENT GOALS
We have formal policies in place covering corruption and conflict of interest, fraud, anti-competitive practices and information security.	
Audits of control procedures are regularly conducted and a specific approval procedure for sensitive transactions is also in place – covered in our Code of Business Conduct.	
Awareness training is produced for all staff covering the data breach procedure. Our Information Security Policy covers due diligence on third parties, information security risk assessments and audits of control procedures to prevent information security breaches.	
Our Cyber Incident Response Plan highlights the procedure to manage any breaches of confidential information.	

ETHICS (CONT'D)	
OBJECTIVES/ACTIONS	RELATED UN SUSTAINABLE DEVELOPMENT GOALS
Our Record Retention and Destruction Policy details our records retention schedule.	
Our Information Security Policy includes measures to protect third party data from unauthorized access or disclosure.	
The Record Retention and Destruction Policy provides guidelines for gaining stakeholder consent regarding the processing, sharing and retention of confidential information.	
We hold the Privacy Shield Certification related to business ethics issues.	

SUSTAINABILITY PROCUREMENT

OBJECTIVES/ACTIONS

The Code of Business Conduct outlines our formal policy on sustainable procurement on environmental issues and our policy on labor practices and human rights.

The Corporate Social Responsibility Policy details our Supplier CSR Code of Conduct.

RELATED UN SUSTAINABLE DEVELOPMENT GOALS




WilsonHCG[®]