

2024 report

Environmental, social & governance

Progress is part of the journey

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Introduction

OUR COMMITMENT TO A BETTER WORKING WORLD

We're proud to present our 2024 Environmental, Social, and Governance (ESG) report. It highlights our commitment, the principles we stand by and the progress we've made over the last 12 months.

In this chapter

2024 highlights

A message from John Wilson, our CEO

A message from our ESG committee

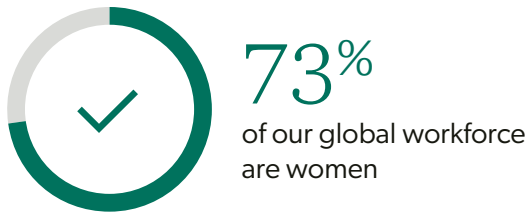
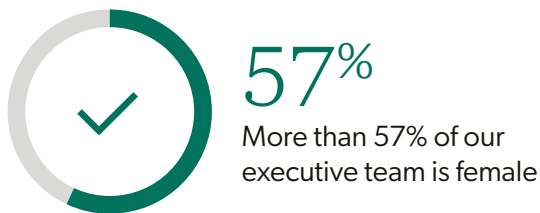
About Wilson

Recognition we're (very) proud of



2024 HIGHLIGHTS

Diverse workforce*



**Diverse statistics represent the percentage of employees and Board directors who are women and/or from traditionally underrepresented groups.*

Recognition & accreditation

Disability Confident Employer

RIDI Pioneer

EcoVadis (Commitment Badge)

2024 Fortune Best Workplaces in Consulting & Professional Services™ List

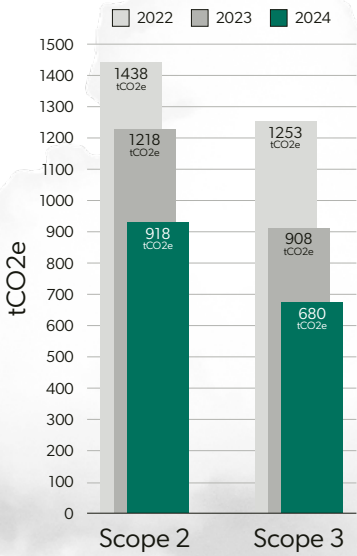
2024 Great Place To Work® and Fortune magazine's Best Medium Workplaces List



2024 TIARA Best Talent Solutions Firm to Work For Europe and US
2024 Best Workplace for Millennials by Great Place To Work® and Fortune magazine
Hunt Scanlon's Power 65

Environment

25%
Decrease in scope 2 and 3 emissions (2024 compared with 2023)



Goal to have 50% of supply chain committed to carbon neutrality by 2030

A MESSAGE FROM JOHN WILSON, OUR CEO

As a people-centric CEO, I've long understood the need to have a team that's not just engaged and resilient, but also future-ready. Our people are everything and without them, there would be no Wilson. Having their skills, well-being, and values align with Wilson's long-term goals and impact on the environment, isn't just a nice-to-have – it's a business imperative for us.

Our ESG principles aren't just super important to us – they are integral to our mission to drive sustainable growth while creating meaningful impact.

Every single member of our ESG Committee works tirelessly to integrate ethical and sustainable processes into our day-to-day operations, and I can't put into words how grateful I am.

As a father of two girls, I want to help make the world a better place. I want to

do as much as I possibly can to combat the catastrophic effects of climate change before it's too late. I truly believe that we all have a shared responsibility to protect our planet – for ourselves, our children, and future generations.

And this is why ESG is firmly embedded in our strategy. We will always do what we can to safeguard our environment, uphold social responsibility, and foster trust through transparency and ethical governance. And we always will.

John Wilson

Chief Executive Officer
& Founder

[Linkedin](#)



A MESSAGE FROM OUR ESG COMMITTEE

We're excited to share Wilson's 2024 ESG Report. As a leading global integrated talent solutions provider, we recognize that our responsibility lies beyond delivering high-quality talent solutions to our clients.

Raising awareness about how our people and our clients can make a positive difference to not just the environment, but the world we live in, is something we do daily.

ESG truly is at the heart of everything we do.

We are, and always have been, fully committed to:

- minimizing our environmental impact
- raising awareness of social responsibility

- fostering an inclusive culture, so our people can bring their true selves to work.

In the following report, we've outlined some of our ESG initiatives, the progress we've made in 2024, and the goals we've set for the next 12 months.

We're incredibly proud of everything we've achieved so far and fully intend to build upon this in 2025 and beyond.

ESG COMMITTEE



Nicky Newman
SVP, Corporate Operations



Marisol Hughes
EVP & General Counsel



Gail Bleakley
Corporate Operations Coordinator, EMEA



Becky Jenkins
Director, Employee Experience & Talent Development



Melissa Soares
Corporate Counsel



Melissa Balgley
Program Manager

“I’m so proud to be a member of the ESG committee at Wilson and to participate in publishing this report. Our ESG goals are ever-evolving as we grow and the entire Wilson team has risen to the challenge of the changing markets and environment. It’s so important that we continue to foster the company culture, with ESG at the heart of what we do.”

Marisol Hughes
EVP & General Counsel | Wilson

ABOUT WILSON

Wilson drives business results through its integrated talent solutions. Powered by talent intelligence, our people partner with some of the world’s most admired brands to build and maintain sustainable workforces that thrive.



OUR MISSION

To accelerate talent results for our clients through uniquely integrated solutions.



OUR VISION

To forge thriving workforces through strategic, no-nonsense partnerships that drive continual success.



OUR PEOPLE

- deliver services in 65 countries
- speak 50+ languages
- have 3116 defined skills

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.

COLLABORATION

We all have a common purpose and goal. We encourage ideas, value teamwork, create better talent solutions, and build strong networks to ultimately establish a better version of the future.

COMMUNICATION

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

INTEGRITY

We do what’s right – not what’s easy. We’re honest in our actions and communication, build relationships around trust, hold ourselves accountable and, more importantly, practice what we preach.

OWNERSHIP

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

PASSION

We love what we do (really!). 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.



RECOGNITION WE'RE (VERY) PROUD OF

We're super proud of the recognition we received in 2024. Each success story reflects the dedication and passion our team has, as well as the value we place in our culture, clients, and processes. We've included a small selection here.



Leader in RPO
Wilson was named a Leader in Everest Group's 2024 Global Recruitment Process Outsourcing (RPO) Services PEAK Matrix® Assessment.



Best Talent Solutions Firm to Work For in the US and Europe
We were honored to be named the Best Talent Solutions Firm to Work For in Europe and in the US at the TIARA Awards.



RPO Global HRO Today Baker's Dozen
We were named one of the top RPO providers globally, featuring in HRO Today's Baker's Dozen List for the 13th consecutive year. And we made it on to the EMEA and healthcare lists again!



2024 Top HR Product
Wilson's AI-powered Labor Market Reports were named a 2024 Top HR Product by Human Resource Executive®.



Hunt Scanlon's Power 65
Wilson featured in Hunt Scanlon's Power 65 list – a roundup of the 65 most prominent executive search firms specializing in HR and DEI.

Best Workplaces in Consulting & Professional Services
For the third year in a row, Wilson was named to the 2024 Fortune Best Workplaces in Consulting & Professional Services list.



Best Medium Workplaces

Fortune Media and Great Place To Work® named Wilson a 2024 Best Medium Workplace.



SIA Global Power 150

Kim Pope and Lesley Taylor were named to the Staffing Industry Analysts (SIA) 2024 Global Power 150 – Women in Staffing list. It's the third year in a row that Kim's been honored.

Best Workplace for Millennials

Wilson was named a 2024 Best Workplace for Millennials by Great Place To Work® and Fortune magazine for the second consecutive year.

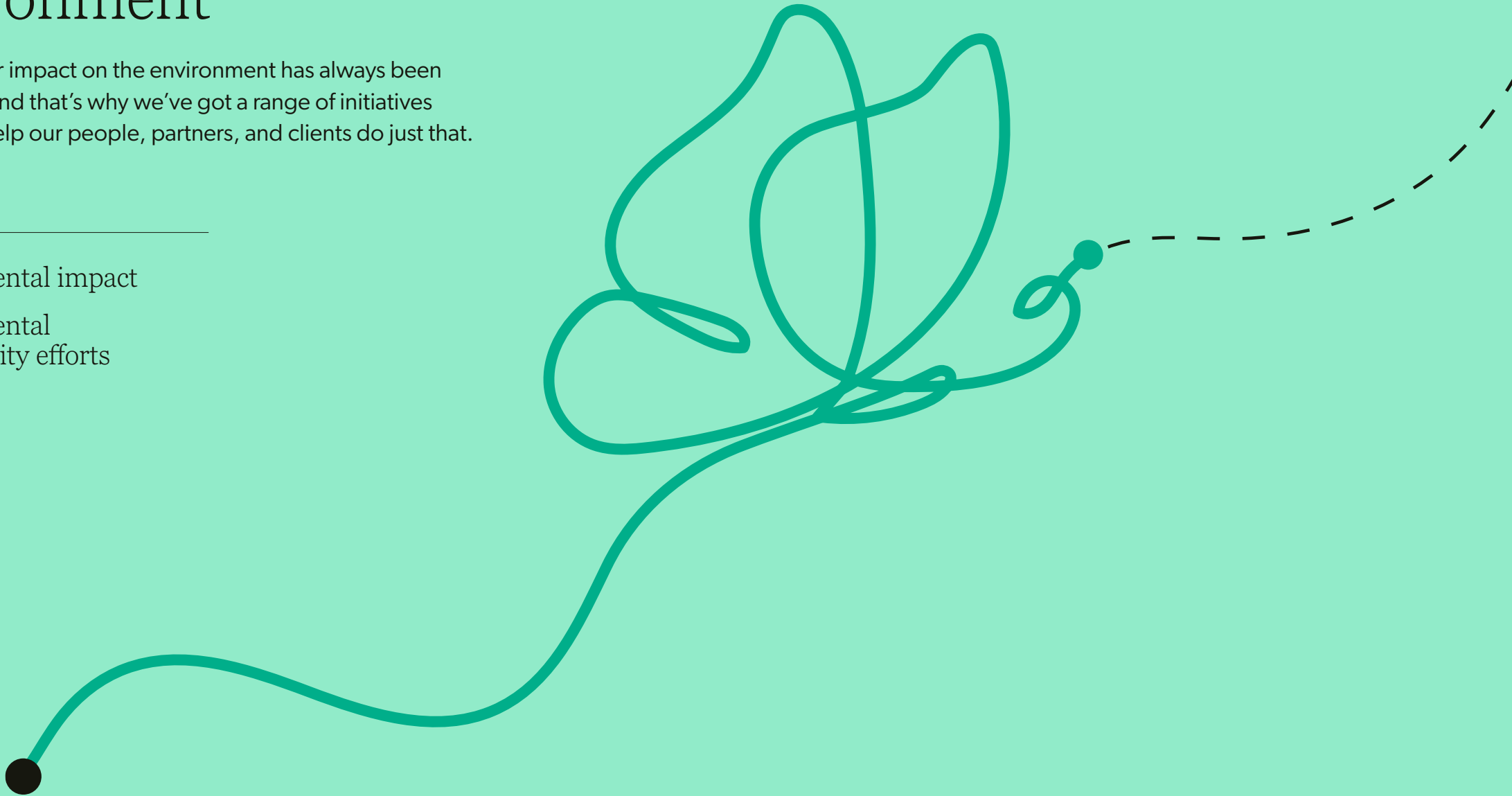
Environment

Minimizing our impact on the environment has always been a top priority and that's why we've got a range of initiatives designed to help our people, partners, and clients do just that.

In this chapter

Environmental impact

Environmental sustainability efforts



ENVIRONMENTAL IMPACT

Reducing our environmental footprint has long been a goal of ours – since our inception, actually, way back in 2002. From only leasing energy-efficient office space to digital signatures, we’ve always prioritized preserving our environment while empowering our colleagues, clients, and vendors to do the same.

At Wilson, our operational carbon footprint mostly stems from the greenhouse gas emissions generated by our global workforce through electricity use at home, in one of our offices, or during travel to client sites.

To further understand and address our environmental impact, we conduct an annual environmental survey. This helps us figure out our employees’ contributions to environmental consciousness and allows us to calculate our Scope 2 and 3 emissions. We also use this as an opportunity to suggest things our people can do to be more environmentally conscious. We have sustainability training along with a range of resources for employees to show ways they can save energy and water – both at work and in their day-to-day lives.

“Fascinated with Wilson’s sustainability training. I want to commit to reducing my carbon footprint with a couple of SMART projects, install LED bulbs around the house, run appliances after 7PM (who has time in the day anyway 😊) switch all unnecessary lights off and adjust HVAC or AC accordingly by 2 degrees up or down.”

Paul Dodd
Head of Canadian Engagement | Wilson

Energy-efficient office space

Energy efficiency is a core element in our selection criteria when we’re seeking new office space or when we’re renewing existing leases.

Powered by the cloud

We work from 100% cloud-based systems, ensuring our work is delivered as efficiently as possible. We partner with Microsoft for our core business infrastructure which is committed to sustainable business practices. By 2030, Microsoft is aiming to become carbon negative. And by 2050, it’s planning to remove its historical emissions since its founding in 1975.

Supplier ESG questionnaire

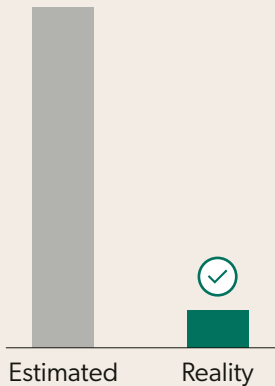
We’ve got a mandatory questionnaire for all suppliers to gather information about their ESG initiatives. There’s a category dedicated to environmental responsibility in our Supplier Code of Conduct as well.

Digital signature solution

All our contracts (and other documents at Wilson) are executed with ReadySign. By using e-signatures instead of paper agreements, we managed to reduce our carbon footprint in this area by a whopping 89% in 2024.




All of our office space is certified to green building standards (as of 31 December 2024).





We used an estimated 25,401 grams of CO₂ equivalent with ReadySign, compared to the estimated 278,959 grams of CO₂ equivalent if we’d have used traditional paper agreements.


Reduce, reuse, and recycle


REDUCE

 Choosing the most sustainable travel options is non-negotiable. In fact, it plays a big role in helping us reduce our Scope 3 emissions


 As mentioned, we use ReadySign, but we also have a digital-first mindset and avoid printing documents unless absolutely necessary.


 We do not purchase any single-use plastics in our offices.

 We always opt for the most energy-efficient office space possible and ensure it's certified to green building standards.


 We have a wide range of interactive training sessions for employees to help them better understand how to reduce energy use at home.


REUSE

 We reuse our office equipment and furniture and re-purpose as much as we can, both internally and externally.

 Disposable items aren't permitted in any of our office kitchens.

RECYCLE

 When our IT equipment can't be repurposed, it's recycled.

 All paper and food waste are also recycled.



Commitments and results

Commitment

5% REDUCTION YEAR-OVER-YEAR OF SCOPE 2 AND 3 EMISSIONS

- **Progress in 2023:** 21% reduction of Scope 2 and 3 emissions in 2023 compared with 2022
- **Progress in 2024:** 25% reduction of Scope 2 and 3 emissions in 2024 compared with 2023



Commitment

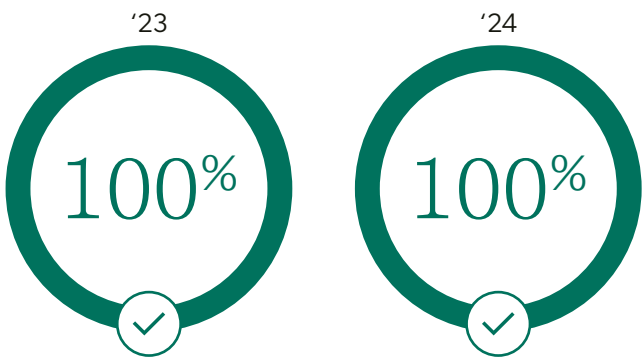
50% SUPPLY CHAIN COMMITTED TO CARBON NEUTRALITY BY 2030



Commitment

ALL OFFICE SPACE CERTIFIED TO GREEN BUILDING STANDARDS

- **Progress in 2023:** 100% of our office space was certified to green building standards
- **Progress in 2024:** 100% of our office space was certified to green building standards



Commitment

WHEN TRAVEL IS REQUIRED, WE CHOOSE THE MOST SUSTAINABLE TRAVEL OPTIONS

- **Progress in 2023:** 27% reduction in business travel miles
- **Progress in 2024:** 15% reduction in business travel miles



ENVIRONMENTAL SUSTAINABILITY EFFORTS

Our people regularly donate time to their local communities, including organizing fundraising to help improve the environment. For example, colleagues in Tampa volunteered at Keep Tampa Bay Beautiful to help clean up local parks and beaches. Our people also organize regular fundraising activities for environmental causes.

Other examples in our local offices include:

- Our colleagues supporting Habit for Humanity through home build activities for veterans in the US and by donating furniture to the Habitat Restore initiative.
- Supporting the One Tree Planted and the Canopy Project, helping to plant hundreds of trees.
- Team members in Hong Kong taking the ferry to Lamma Island to clean up some of its many beaches by removing and recycling litter.



“We’re involved in numerous beach clean-up days, Scouts initiatives, and conservation projects. From a young age, we have instilled in our daughter a respect and wonder for nature. She often accompanies me on anti-poaching campaigns and projects, de-horning of rhino operations, educational trips on poaching to local schools, and rehabilitation of racehorses to become part of anti-poaching teams.”



Karen Marais
Wilson | South Africa



Earth Week

Earth Week celebrates the beauty and diversity of our planet, while also raising awareness about how we can protect it. Our Engagement Committee organizes a yearly companywide Earth Week initiative. Coinciding with Earth Day itself, this event includes activities to inspire and educate our people on how to contribute toward a better, healthier planet. It also provides a chance to connect with colleagues from across the globe and their families in meaningful ways.

Activities ranged from swapping a car ride for a bike ride or public transportation, environmental quizzes to raise awareness, and more.

“Earth Week is such an amazing cause to give back to Mother Earth!”

Amanda

Wilson | South Africa

“Earth Week 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

Wilson | North America

“We all have a role to play in protecting our planet. Earth Week is a great initiative that doesn’t just raise awareness, but also gives us the chance to give back.”

Gail

Wilson | United Kingdom

“I love everything about Earth Week. Being based in South Africa, it’s a great way for me to learn more about what my colleagues are doing across the world.”

Henco

Wilson | South Africa



People

Maintaining sustainable workforces is at the core of our DNA and values. We support continuous upskilling and reskilling to ensure future readiness and keep employees engaged, adaptable, and thriving. This agile approach means we're both competitive and well-equipped to handle whatever comes next with considerable resilience and adaptability.

In this chapter

Connection through
meaningful change

Talent acquisition

Onboarding

Buddy program

Talent development

Live workshops

Internal mobility

GIG program

Leadership development

2024 learning highlights

Recognition program

Employee well-being

Olympiad



CONNECTION THROUGH MEANINGFUL CHANGE

Mobilizing and motivating the best people gives the best results in everyday life. Finding, attracting, and hiring top talent is something we do daily, not just for ourselves, but for our client partners. Our commitment is to engage better people, resulting in better businesses and a better world for all.

At Wilson, we create opportunities for professional growth through competitive remuneration, employee training, and recognition of high performers. Our monthly talent development newsletter highlights various learning opportunities and resources available to support growth and development. This helps our employees grow into new skillsets while removing the need to constantly engage external contractors to complete project work.

WHAT IS WORKFORCE SUSTAINABILITY?

Many organizations struggle to achieve workforce sustainability because leaders often prioritize rapid expansion, stretching their workforces and resources too thin. Compounding the issue, delaying workforce planning and hiring in anticipation of future needs often forces companies into reactive, last-minute recruitment – creating inefficiencies and pressure on existing teams. Savvy leaders, however, recognize that a sustainable workforce relies on a strong foundation of interconnected elements. By focusing on balance and aligning talent strategies with long-term goals instead of short-term gains, these leaders create the conditions for lasting success. Workforce sustainability is about building systems that support continuous development of essential skills for the future while fostering an environment that attracts talent and keeps employees engaged, adaptable, and thriving.

Wilson has a unique perspective on achieving sustainable workforces ➔

TALENT ACQUISITION

At Wilson, we take a skills-first approach to talent acquisition (and advise our clients to do the same). By moving beyond academic qualifications and job titles, we’re building a stronger, more adaptable, diverse team, which in turn encourages loyalty and boosts retention. A skills-first approach enables Wilson to identify areas where we may have future gaps and identify people for upskilling or reskilling. We’ve also incorporated numerous GIG opportunities into our workforce – creating career growth opportunities and cost efficiencies all in one. This helps our employees grow into new skillsets while removing the need for constantly engaging external contractors to complete project work.

“Traditional hiring methods can unintentionally perpetuate biases by favoring candidates with certain educational or professional backgrounds. Evaluating people based on skills and skills potential and not education furthers equity in an organization by widening talent pools to those who may have been disqualified in the past due to social disadvantages and unconscious bias in the hiring process. Plus, it’s been proven time and time again that diverse teams perform better, achieve financial goals and bring innovative solutions.”



Kim Pope
COO | Wilson

Skills-first success is about much more than hiring, though – it’s about fully utilizing the talent we already have at Wilson, too. We ran a companywide campaign in 2024 to update our skills taxonomies and ontologies. We added almost 1,000 unique skills to our taxonomy between April and December.

Better understanding our organization’s skills allows us to allocate resources more efficiently and deploy employees where they can have the most impact. It also helps determine where future skills gaps are likely, providing a proactive approach to training and development needs sooner.

ONBOARDING

A positive onboarding experience leads to greater job satisfaction and higher retention levels – factors that contribute to more sustainable business operations. That’s why all new employees have personalized onboarding plans that factor in their level of experience and are uniquely crafted to their hired-upon role.

BUDDY PROGRAM

All new hires also take part in our Buddy Program to help them get settled and learn Wilson’s culture. Paired with a long-standing employee in the business, new hires have weekly check-in calls with mentors over a 12-week period. This creates a safe space to ask questions, bring up challenges, and provide informational resources on all things Wilson beyond their initial onboarding.

“Being a buddy at Wilson means being the first friendly face, a trusted guide, and a supportive partner who helps new joiners feel welcomed, confident, and set up for success from day one. I love my job and want to share that passion with others, and this role enables me to do this as well as improve my mentoring skills.”



Sharon Bird
Recruitment Business Partner | Wilson

“Since I’ve been a mentor in Wilson’s Buddy Program, I’ve been able to work with three new starters. I’ve enjoyed talking them through the first few weeks of Wilson and what they can all expect. It’s been great for me to hone my leadership skills, while also getting exposure to other accounts. All three of my buddies have taught me different things that have improved my recruiter style and I’m proud to say our friendships continued even after our 12 weeks were up.”



Shelby Woodward
Recruitment Consultant | Wilson

“Wilson’s Buddy Program was instrumental in helping me navigate the first few months of my tenure, making it easier to learn the company culture, connect with colleagues across the organization, and approach different situations with confidence. My mentor not only guided me through the nuances of my role, but also ensured I had a trusted friend in her, which greatly helped me gain region-specific knowledge and adapt more effectively.”



Jheri Gotangogan
Business Partner, People & Culture | Wilson

TALENT DEVELOPMENT

Our comprehensive learning and development program includes multiple internal certification programs geared towards specialist areas of recruitment versus industry-specific certifications. For instance, 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.

Our learning and development suite includes live workshops, self-guided eLearning, client workshops, and blended learning (a mix of live workshops and self-guided eLearning).

“It was beneficial developing my leadership skills and it was great to connect with more Wilson employees.”

“The program has helped me refresh some of the sourcing strategies I was applying. It also helped me with refining my Boolean searches as well.”

“This lesson helped me learn a lot and I use a lot of what I learned within my own team. My leader is putting a plan together for me to lead some meetings and I’ve been training some new hires on the team as well.”

“Great learning theory. It will be nice to apply these lessons into my daily role and as I develop with the company.”

LIVE WORKSHOPS

In 2024, we also introduced behavioral workshops and hosted multiple live sessions focused on four key topics including:

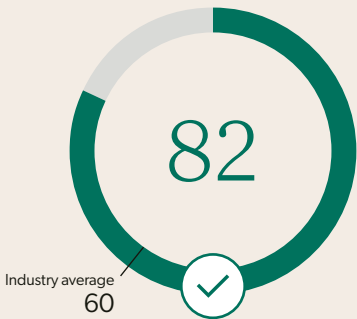
- Elevating your productivity
- Mastering your influencing skills
- Difficult conversations and positive outcomes
- Thriving from feedback

“Overall, the learning initiatives rolled out in 2024 have been received positively, with strong engagement and favorable reactions to the content and desired outcomes. Participants report that the programs have effectively supported their development at Wilson, fostering growth and collaboration. However, there are opportunities to further enhance our programs to ensure the skills learned are embedded and translated into meaningful, real-world impact.”



Stuart Anderson
Business Partner, Talent Development | Wilson

NPS SCORE



The average NPS score of our talent development programs is 36.6% higher than the industry average, which currently sits at 60.

INTERNAL MOBILITY

Retaining and developing top talent allows Wilson to be agile and keep up with evolving market demands and economic changes. That’s why we prioritize our internal mobility program to ensure all our people are constantly learning, growing, and helping each other along the way.

“The month of October (2024) marks two years since I stepped into my role as a Demand Analyst, and it’s incredible to reflect on the profound impact this transition from Recruiter to Demand Analyst has had on my career and outlook. Reflecting on the last two years, I’m genuinely grateful for the opportunity I’ve been given. My experience has not only transformed my professional skills but also changed my personal habits. I now approach situations by considering the how and the why, listening more, learning more, and making informed decisions in all areas of my life.”



Siobhan McMullan
Demand Analyst | Wilson

GIG PROGRAM

Our GIG program allows employees to stretch into new skills across the business on a project-by-project basis. It gives our employees the opportunity to learn something new – or continue developing and refining their skills in different areas.

“I enjoyed the team dynamics of my GIG opportunity. For me it was great to understand the process of working with another Wilson team. The GIG also provided an opportunity to step outside of my comfort zone and break up the normal routine. It was great learning from more senior recruiters and leaders at Wilson during my GIG.”



Josh Rector
Recruitment Specialist | Wilson

“Wilson’s GIG program provided me with an incredible opportunity to expand my skillset and gain hands-on experience. I’ve walked away with valuable insights that I can apply immediately, strengthening my expertise and confidence. I’m grateful for the chance to grow both professionally and personally.”



Brittany Cook
Recruitment Consultant | Wilson

“I’m so grateful I got to work on a GIG project within Wilson’s marketing team. It gave me the chance to strengthen my graphic design skills and develop a deeper understanding of branding. So glad I work for a company that celebrates my creativity!”



Jenny Boyer
Social Media & Communications Specialist | Wilson

LEADERSHIP DEVELOPMENT

In the interest of advancing our people’s leadership skills, we have several leadership development programs to choose from. All current Wilson leaders have taken one or more of these three programs:

Discovering Leadership

This course is for employees who want to transition to leadership roles. Nominated by their leaders, participants engage in six weeks of discussion-based learning to grow their self-awareness and leadership competencies.

Leading at Wilson

All leaders are automatically enrolled into this course when they move into people management roles. It teaches leadership fundamentals and key insights from long-standing leaders at Wilson.

Accelerate Your Leadership Potential (AYLP)

An ongoing program for all our people leaders, this course provides tools, resources, and discussions aligned with what’s currently going on in the business. AYLP sessions are scheduled throughout the year and leaders across the organization facilitate sessions based on their expertise. Example sessions include “Understanding the tech stack,” “Being a skills-led organization,” and “Project management for leaders.”



36%
of director level and above
employees have been here
for **10+ years**



73%
of director level and above
employees have been here
for **5+ years**

2024 LEARNING HIGHLIGHTS

42,000+
minutes of live content
watched

79
unique courses

2,737
live sessions attended



RECOGNITION PROGRAM

We like to celebrate our people and their achievements. Top performers are publicly recognized during our monthly all-in calls. We also have a DNA awards program to honor those who best exemplify our DNA traits. We use peer-to-peer online recognition platform Kudos and encourage our employees to give recognition to their colleagues who have gone above and beyond in their roles. Employees can then redeem Kudos points for gift vouchers from a range of global vendors and can also redeem their points to make donations to multiple charities.



ABCD award

The Above and Beyond the Call of Duty (ABCD) Award is our monthly celebration of exceptional leadership. This prestigious accolade is open to nominations from anyone within our organization, highlighting the unwavering passion and dedication our leaders exhibit in driving their teams toward success. It's a testament to the extraordinary commitment that fuels our collective achievements.



GRIT champions

Every month, we also recognize an individual who has shown growth, resilience, innovation and tenacity (GRIT). We have a team GRIT award too.



EMPLOYEE WELL-BEING

An organization’s strength lies in its people, and we equip our employees with meaningful insights, resources, and tools to help them thrive single every day. Our holistic approach to wellness focuses on four key pillars: physical wellness, financial wellness, nutritional wellness, and mental wellness.

We have a year-round calendar of activities designed to support our employees’ well-being. These activities include:

Wellness ambassadors

These ambassadors help to boost wellness across the company through various initiatives and events.

Mental Health First Aiders (MHFA)

This program is designed to support our employees. Our MHFAs undergo external training to help guide employees to the different resources we have available as well as provide a listening ear and support during challenging times.

Employee Assistance Program (EAP)

Our EAP provides support for our employees and their families on a range of different topics, including health and wellness, personal and family situations, finances, and work-related matters.

Flexible working and MyTime

We have flexible work schedules as well as remote and hybrid work arrangements. We also have an flexible (with no accruals or bank) PTO program known as MyTime.

4th Trimester

A support program for employees who are planning to take maternity leave.

Calm app

All our employees (and family members) 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, and wisdom-filled masterclasses led by experts via a premium subscription of the Calm app.

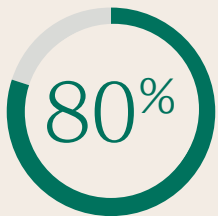
11.2
average session (min.)

41,426
total sessions

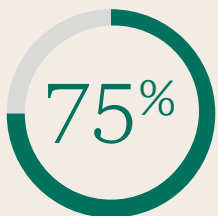
7,166
mindful days

463,371
mindful minutes

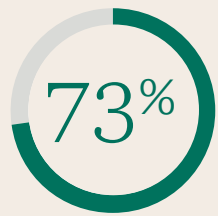
INTERNAL PULSE EMPLOYEE SURVEY RESULTS



agree they are able to have a healthy balance between their work and personal life



feel respected and valued for their unique background and perspective



believe that our culture exemplifies our DNA and values

OLYMPIAD

We host an annual global Olympiad competition. Participants are encouraged to exercise and log their activity for one month. In 2024, we collectively achieved:

2,500+km
of cycling

3,200+km
of running/walking

38 hours
of meditation

Other categories included: snow sports, yoga, water sports, and weightlifting.



Diversity, equity, inclusion, and belonging (DEIB)

Fostering a workplace culture that embraces diversity, promotes equity, inclusion, and ensures a sense of belonging for all our employees is a top priority.

In this chapter

Inclusion: The
cornerstone of resilience
and innovation

The future is BRITE

DEIB Committee

Supplier diversity
program

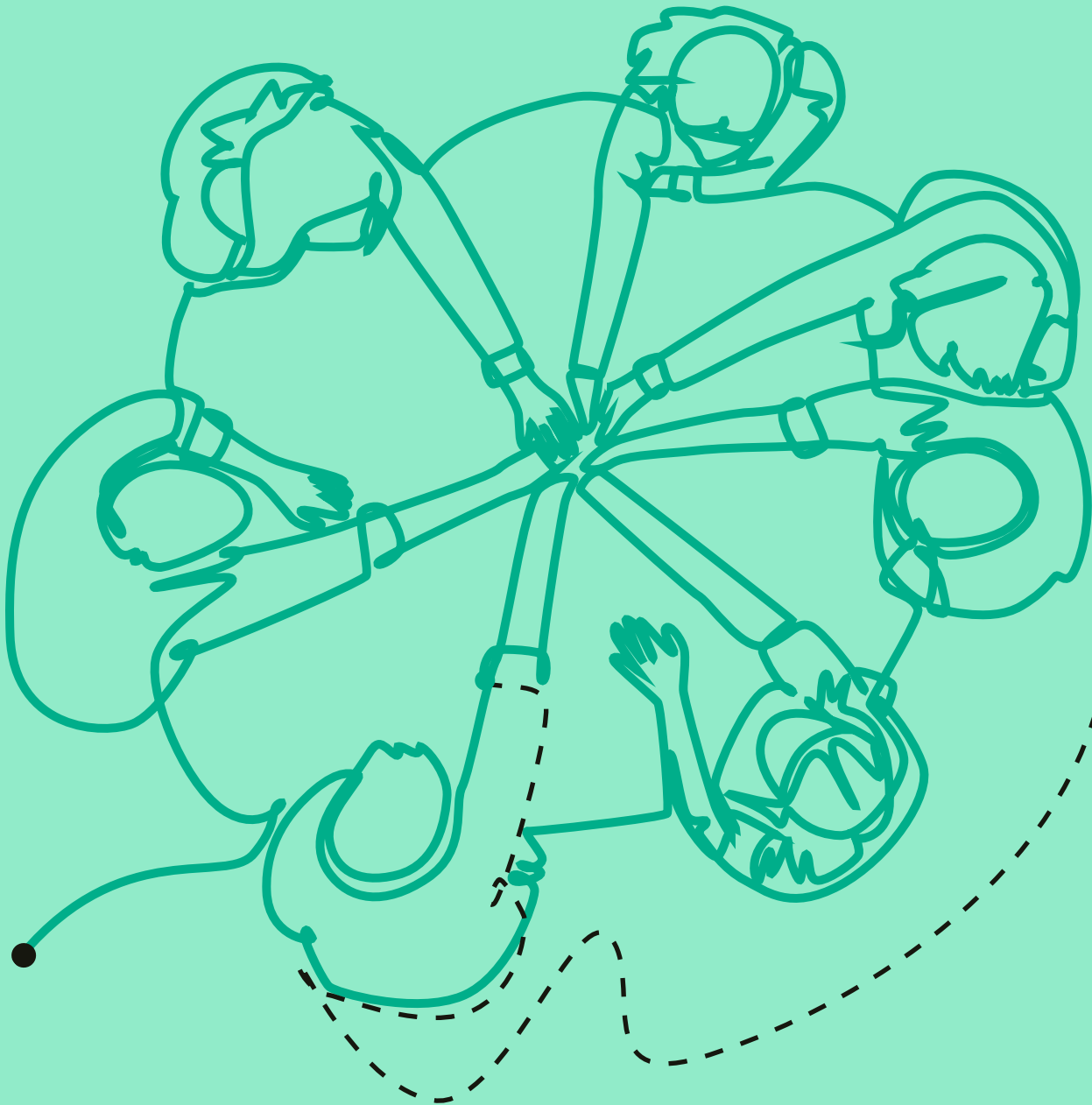
Disability Confident
Employer

Recruitment Industry
Disability Initiative

Collaborative Sourcing
Community

Client impact

Case study



INCLUSION: THE CORNERSTONE OF RESILIENCE AND INNOVATION

Technological advancements (hello, generative AI), societal evolution, and environmental challenges are redefining how businesses connect with their people, clients, and communities. In an era defined by unpredictability, where change is the only constant, inclusion remains a cornerstone of resilience and innovation, empowering organizations to adapt, thrive, and drive meaningful progress in an ever-changing world.

We're proud to help organizations all over the world build and maintain diverse, inclusive workforces where people can bring their true selves to work. At Wilson, fostering an inclusive workplace is a mindset. One that's ingrained and integrated into everything we do. We demonstrate inclusion through our culture and values and our hiring practices by hiring top talent reflective of our diverse society.



57%

Wilson is proud to have a diverse executive team. 57% are women.



of our global workforce are women



of our global workforce belong to minority ethnic groups*

**Diverse statistics represent the percentage of employees and Board directors who are women and/or from traditionally underrepresented groups.*

THE FUTURE IS BRITE

We create equal opportunities for everyone, without discrimination, to build a workplace where harassment, violence, and intimidation have no place. Our BRITE program helps us achieve this.

BRITE, which stands for Belonging, Respect, Inclusion, Togetherness, and Equity, is all about fostering a safe environment where employees can share their unique backgrounds and stories. By breaking down barriers and encouraging understanding, we're building stronger connections across the entire organization. The program is anchored in education and offers more than 100 hours of educational resources, which are available on our internal site for employees. BRITE is backed by our leadership team, with sponsorship from the board, and is co-chaired by our General Counsel, Marisol Hughes, and CEO, John Wilson.

In addition, we have multiple employee belonging groups (EBGs). These voluntary, employee-led spaces bring people together to discuss the traits and experiences that make them unique. Allies are welcome to lend support and learn.

9

global EBGs

500+

members



40+



MULTI-CULTURAL COLLECTIVE



BLACK WILSON NETWORK



HEROES



MIGHTY INTROVERTS



PRIDE



NEURODIVERGENT



PARENTS @ WILSON



WOMEN WHO LEAD

DEIB COMMITTEE

Diversity isn’t one and done – it requires an ongoing commitment. That’s why we have a DEIB committee which continuously helps the business achieve a more diverse and inclusive environment by implementing initiatives across the entire company.

SUPPLIER DIVERSITY PROGRAM

We have a supplier diversity program that’s designed to increase the inclusion of diverse vendors and contractors within our supply chain. We vet and survey all new suppliers to ensure adherence to our ethical standards. For example, we confirm if the supply partner has a DEIB policy along with diversity and inclusion strategies.

DISABILITY CONFIDENT EMPLOYER

We’re proud to be a Disability Confident Employer (Level 2). The government-led initiative was developed in the UK to encourage employers to think differently about disability and long-term health conditions. The program helps employers to challenge attitudes, increase the understanding of disabilities, draw from the widest pool of talent available, secure high-quality, skilled employees, and improve employee morale and commitment by demonstrating fair treatment.



“Being recognised as a Disability Confident Employer underscores our commitment to diversity, equity, inclusion, and belonging (DEIB) in the workplace. We pride ourselves on creating an environment where individuals can bring their true selves to work and have strengthened our organisational capabilities by embedding diversity into the employee experience here at Wilson.”



Becky Jenkins
Director, Employee Experience & Talent Development | Wilson

RECRUITMENT INDUSTRY DISABILITY INITIATIVE

Wilson is also a Recruitment Industry Disability Initiative (RIDI) Pioneer. RIDI, established in 2011, works with organisations in the UK to break down the barriers faced by disabled people who enter or progress through the job market.



COLLABORATIVE SOURCING COMMUNITY

We have a Collaborative Sourcing Community and diversity and inclusion sourcing strategies are frequently discussed and shared with the delivery team. The committee has its own continually updated resource portfolio as well that’s full of training material, user guides, cheat sheets, and tool reference guides.

CLIENT IMPACT

Hiring diversity is critical at Wilson. But, beyond that, it's how we empower diversity and inspire inclusion to unite the workforce and the greater talent ecosystem. Our global commitment to diversity isn't just within our own organization – it's something we also embed into our client talent acquisition programs. Building diverse pipelines of talent while presenting diverse candidate slates is something our people do daily. All our employees and client partners undergo training every year to raise awareness of unconscious bias, too.

Case study

Increasing gender diversity at a multinational professional services firm

The client, a multinational professional services firm that provides a range of services for all aspects of the built environment, wanted to integrate RPO with its current talent acquisition function to provide a seamless service and deliver strategic support to the overall business functions. The roles in scope were exceptionally niche due to the required professional expertise, and a key driver of the program was increasing gender diversity across the workforce.

SOLUTION:

- We coached the entire talent acquisition team on diverse hiring, helping strategically increase the gender diversity of candidate pools.
- Developed a diverse and inclusive targeted sourcing strategy to empower female candidates and achieve a greater gender balance in the workforce.
- Provided coaching and training (subjects included unconscious bias and diverse hiring best practice) to the hiring community.
- Designed a multi-faceted solution to provide visibility and rigor around engagement, compliance and cost.

RESULTS:

- Improved gender diversity as part of our 'Phase 1' delivery – averaging 48% of diversity new hires — up 7% in just 12 months.
- Built diverse talent communities to decrease time-to-offer, increase hiring diversity, and meet future skills needs.
- Enhanced market mapping and talent insights to further shape the recruitment strategy and provide hiring managers across multiple locations with deeper insight into their local markets and diverse talent target areas.

The client's recruitment business partners now have the time to focus on more strategic elements of the talent acquisition function. Since partnering with Wilson, the organization has won several awards – it's the first time its resourcing function has been recognized outside of its industry.

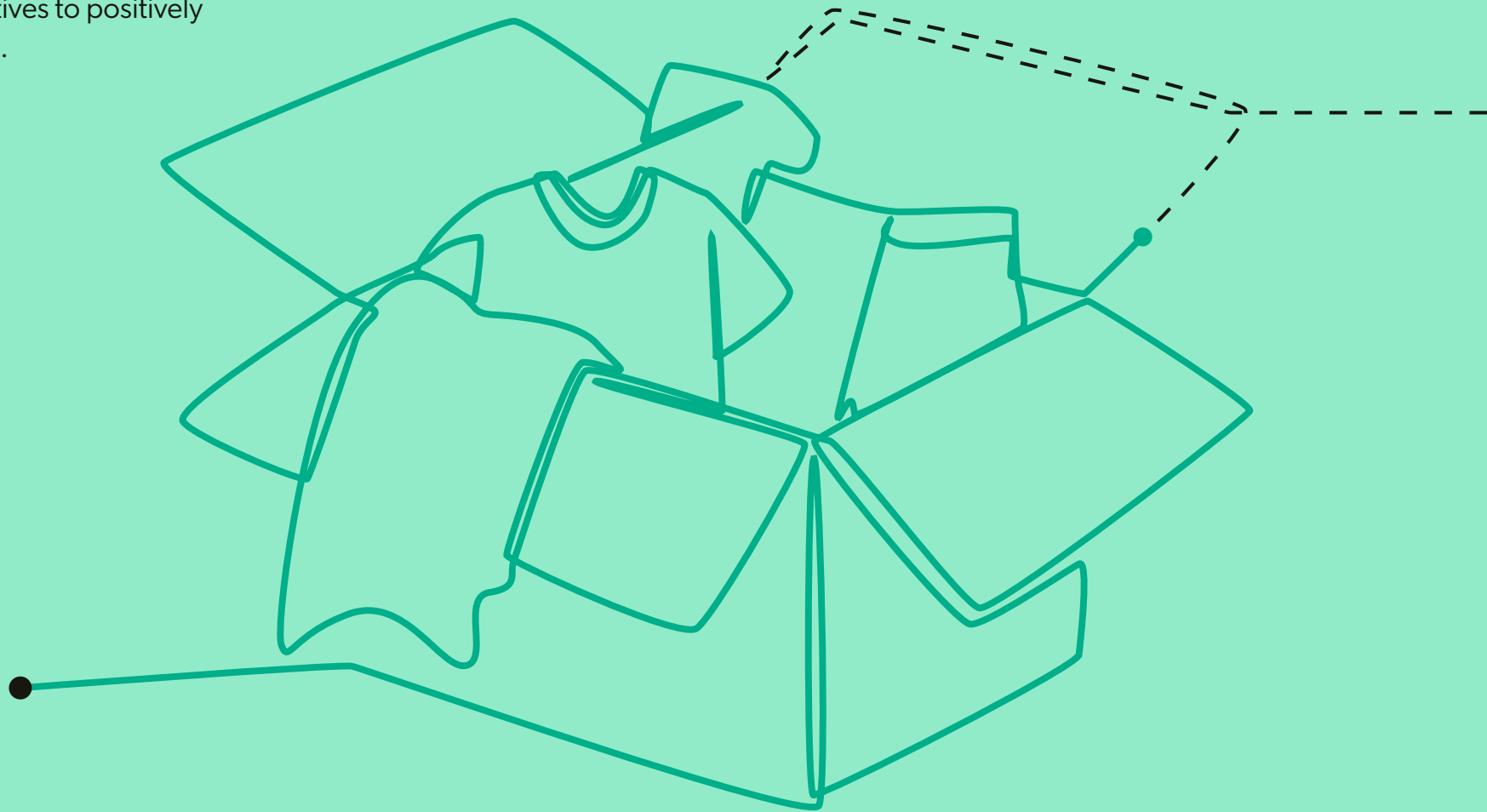
Community outreach

Wilson has a range of partnerships and initiatives to positively contribute to the communities we operate in.

In this chapter

Giving back

Helping Hands



GIVING BACK

Giving back is a big part of who we are. Whether it's supporting global charities or lending a hand to local ones near our offices, making a difference has been part of our culture from day one. It's about more than making a one-off donation, though; it's about coming together as a team to contribute through initiatives like our Give a Day Back program, where employees can pitch in to support the causes close to their hearts.

- Our colleagues in North Carolina helped to package meals for families in need for the Sylvania Area Family Services charity.
- Our team collected food and water for BeLoved Asheville so it could be distributed to those displaced by Hurricane Helene. Wilson's Hurricane Helene Kudos Drive also raised \$2,619.58 which went directly to the American Red Cross.
- In the UK, colleagues collected non-perishable food items for the St Helens Foodbank, a local charity that provides food to individuals in need.

SOME CHARITIES WE HELPED IN 2024 INCLUDE:

- One Tree Planted
- ReStore volunteer opportunities
- Keep Tampa Bay Beautiful
- Kids in Need Foundation
- Boys & Girls Clubs of America
- Our Global Network - The Points of Light Global Network
- Local book drives
- Humane Society
- Donation drive for animal shelters (North America and the UK)
- National Alliances of Mental Health
- Blood drives
- Red Cross
- Feeding America
- Salvation Army
- Meals on Wheels
- American Red Cross
- The Community Foundation of Western North Carolina
- BeLoved Asheville
- Sylvania Area Family Service
- Children in Need
- St Helens Foodbank



507

volunteering hours from employees in 2024



100%

of those hours were donated by the Wilson Helping Hands Committee

33,477

Kudos points donated to charitable causes in 2024

HELPING HANDS

Wilson Helping Hands is a committee for individuals looking to give back to their communities with their local colleagues. This group partakes in quarterly volunteer activities – ones in 2024 included:

- In North America, our people supported school supply drives to help children in low-income communities.
- Our teams in the UK and North America donated food to local foodbanks and some employees also volunteered to help distribute the food.
- A Kudos Drive to raise almost \$3,000 for the Hurricane Helene relief fund for the American Red Cross.
- Our Raleigh-based employees organized a donation drive, gathering supplies to deliver to Western NC for those impacted by Hurricane Helene.



124 members
with
11 chapters



“Helping others isn’t just something we do via the Wilson Helping Hands group - it’s something we genuinely care about because we all want to make a difference. I’m grateful to work alongside so many other people who want to help those less fortunate and to work at a company that prioritizes giving back.”



Henco Rheeder
Helping Hands Chapter Leader, South Africa | Wilson

“Through Wilson Helping Hands, we are given the opportunity to support our local communities and people in need of support. With quarterly company-wide initiatives and local WHH chapters, we are able to pin-point the best way to allocate resources and time to best support our community. I’m grateful to work at a company that enables and encourages their employees to promote the welfare of others.”



Brad Thornton
Helping Hands Chapter Leader | Wilson

Corporate governance

At Wilson, our comprehensive framework ensures governance is regularly prioritized and updated.

In this chapter

Respect

Employee Code of Conduct

Supplier Code of Conduct

Business continuity

Cybersecurity



RESPECT

We strive to respect and champion the freedom and rights of everyone we work with - our employees, clients, and vendors. Through our actions and policies, we’re committed to promoting human rights and following the UN Guiding Principles on Business and Human Rights.

We ask everyone – employees, clients, and vendors – to steer clear of any actions that could harm or infringe on human rights. And we have zero tolerance for forced labor of any kind, whether it’s modern slavery or human trafficking.

In addition, we take a firm stance against child labor. Everyone who works with us is expected to stick to our code of conduct and our Modern Slavery Statement.

We’re proud to employ thousands of people from all over the world. Treating every single one of them with integrity and respect is non-negotiable. Every employee deserves favorable working conditions, a safe workplace, physical integrity, privacy, and respect for their family life. We don’t tolerate harassment or bullying. We respect everyone’s right to express their opinions or faith without fear of retaliation. We work hard to minimize the risk of accidents, injuries, and exposure to health risks. We continually review and update our policies to stay ahead of any potential human rights issues, ensuring we’re doing right by our people every step of the way.

We’re committed to being an equal-opportunity employer and follow fair labor practices. From competitive pay to fair working hours, overtime and benefits, we’re fully aligned with local, state, federal, and international labor standards. We’ve implemented comprehensive processes to ensure we stay on top of all regulations.

EMPLOYEE CODE OF CONDUCT

How our employees behave and conduct themselves is a direct reflection of our business. That’s why our Employee Code of Conduct lays out expectations from a professional and ethical lens to ensure proper protocol is followed.

SUPPLIER CODE OF CONDUCT

We’re committed to the highest standards of service quality and business integrity.

And all our suppliers and their employees are expected to conduct themselves with the highest standards of honesty, fairness, and integrity, while complying with all applicable laws as well. We know we’ve already mentioned it, but we really do 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.



of employees completed compliance training in 2024

BUSINESS CONTINUITY

Our business continuity and disaster recovery plan (BCDR) is tailored to each region we operate. The plan includes details about how we prepare, respond, and recover from potential disruption. We test and update it regularly. Our global operating model, coupled with the fact that all our systems are cloud-based, means we can provide continuous service. For example, if one of our offices experienced a disaster, the work would automatically shift to comparable resources in another city or country to maintain business operations. Since our founding in 2002, we’re proud to say we’ve avoided any significant business interruptions or failures (and intend to keep it that way!).

CYBERSECURITY

We’ve got an extensive information security policy that covers due diligence on third parties, information security risk assessments, and audits of control procedures to prevent information security breaches. We are SOC 2 Type 2 certified, and the annual renewal allows us to provide assurance internally and externally that we take all measures to keep our data and systems safe.

All our people complete an annual, mandatory cybersecurity training program to raise awareness of best practices to keep their information and client and partner information safe. Topics include security awareness, physical security, password security, system security, wireless network security, phishing, spam, smishing, Wilson tools, our incident response plan, and much more. We run simulated phishing attacks to further raise awareness of cybersecurity and have ongoing initiatives to help employees identify, block, and report threats.

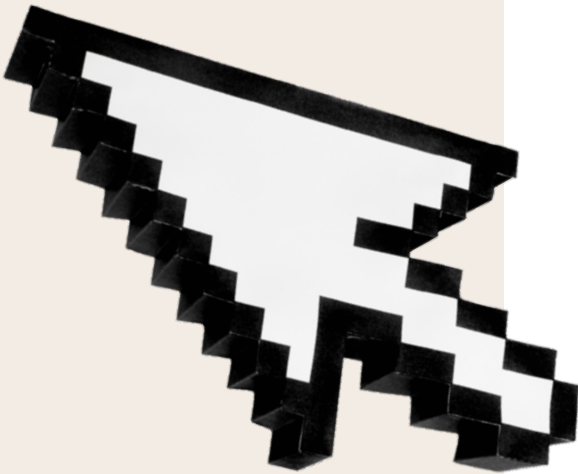
“Safeguarding our data (and our clients’ data) while ensuring uninterrupted operations isn’t just an annual exercise for us. We’re committed to doing all we can, which includes continually evaluating and updating our policies to protect against the ever-evolving threats businesses face today.”



Dale Smerdon
Director, IT - Security & Operations | Wilson



100% of our employees completed our annual cybersecurity awareness training in 2024.

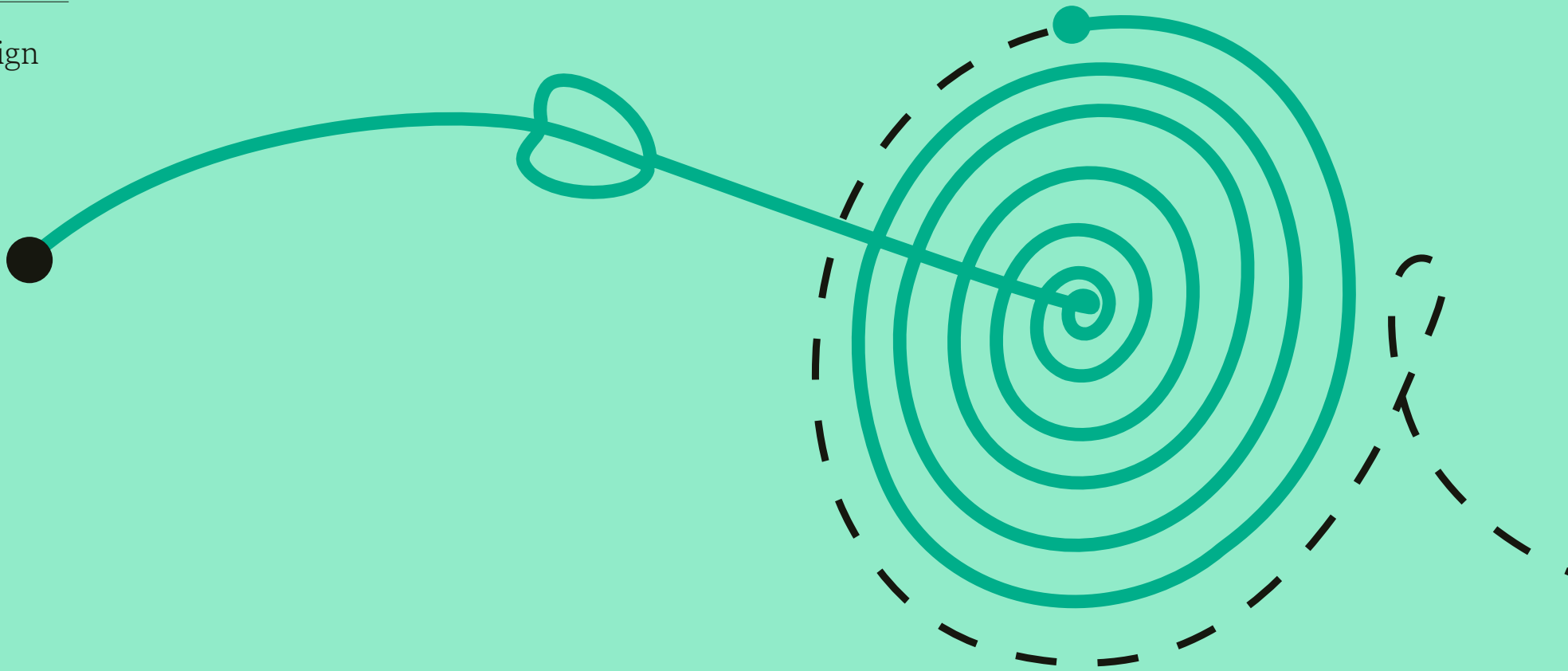


Goals & impact





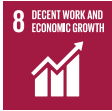

We've outlined our commitments to achieving a better and more sustainable future for all.





In this chapter

- Our commitments to align to the UN Sustainable Development Goals
- 2025 commitments



OUR COMMITMENTS TO ALIGN TO THE UN SUSTAINABLE DEVELOPMENT GOALS

UN GOALS		WHAT WE DO	
	GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all. This goal promotes healthy lifestyles, preventative measures etc.	<ul style="list-style-type: none">• Mental health first aiders• Wellness Committee• Unlimited PTO• Employee Assistance Program• Calm app subscription	
	QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	<ul style="list-style-type: none">• A comprehensive learning and development program. All employees participate in online and in-person learning with a vast catalogue of courses on offer for professional growth.	
	GENDER EQUALITY Achieve gender equality and empower all women and girls.	<ul style="list-style-type: none">• Women Who Lead EBG – supporting Dress for Success• Wilson is proud to have a diverse executive team made up of 57% women.	
	AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all. Implementing new energy solutions as fast as possible to essential counter climate change.	<ul style="list-style-type: none">• 100% of our office space is certified to green building standards (as of 31 December 2024).	
	DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	<ul style="list-style-type: none">• Code of Conduct for all employees.• Bi-annual reviews for all employees.	
	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.	<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.• Labor and human rights policy.	

UN GOALS		WHAT WE DO	
	SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient and sustainable.	<ul style="list-style-type: none">• Promoting sustainability to employees.• All offices are green building certified, and we have dedicated sustainability goals. In addition, single-use plastic is banned, and all our offices have recycling facilities.	
	RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns.	<ul style="list-style-type: none">• Recycling facilities available in all offices.• AI IT equipment is recycled.	<ul style="list-style-type: none">• We use e-signatures instead of paper agreements.
	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.	<ul style="list-style-type: none">• Our goal is to achieve a 5% reduction year-over-year of Scope 2 and 3 emissions.	
	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.	<ul style="list-style-type: none">• We do not purchase any single-use plastics for use in our offices.• We educate employees on sustainability and the importance of protecting our earth.	<ul style="list-style-type: none">• We run a week-long “Earth Week” campaign designed to raise awareness about the actions we can all take to be more sustainable.

UN GOALS



PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

WHAT WE DO

- Anti-harassment policy.
- DEIB training programs.
- 9 EBGS.
- BRITE program.
- 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.
- A DEIB Committee which helps establish a supportive and welcoming workplace environment
- in which employees of all backgrounds and demographic characteristics can work together.
- We create opportunities for professional growth through competitive remuneration, employee training, development programs, and recognition of high performers.
- We commit to actively fostering a learning culture and investing in ongoing professional and career development of our employees.



PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

- Encourage offices globally to be as sustainable as possible.
- We only lease sustainable offices.
- We have a Supplier Code of Conduct which outlines our expectations for vendors.
- All suppliers must complete an ESG questionnaire and tracker so we can better determine supplier sustainability.

2025 COMMITMENTS



Actioning feedback

We'll continue to action the feedback we get from our people to drive impactful change.



Continue reducing our emissions

We'll carry on raising awareness about the importance of further reducing our carbon footprint. We plan a 5% reduction in Scope 2 and 3 emissions year-on-year.



Leading the way

We'll expand diversity in leadership roles within the business.



EcoVadis

We will continue to benchmark our sustainable and responsible practices by completing the EcoVadis assessment in 2025. We intend to secure a Bronze medal or better.



Cybersecurity

We'll continue to strengthen our cybersecurity program to mitigate threats.



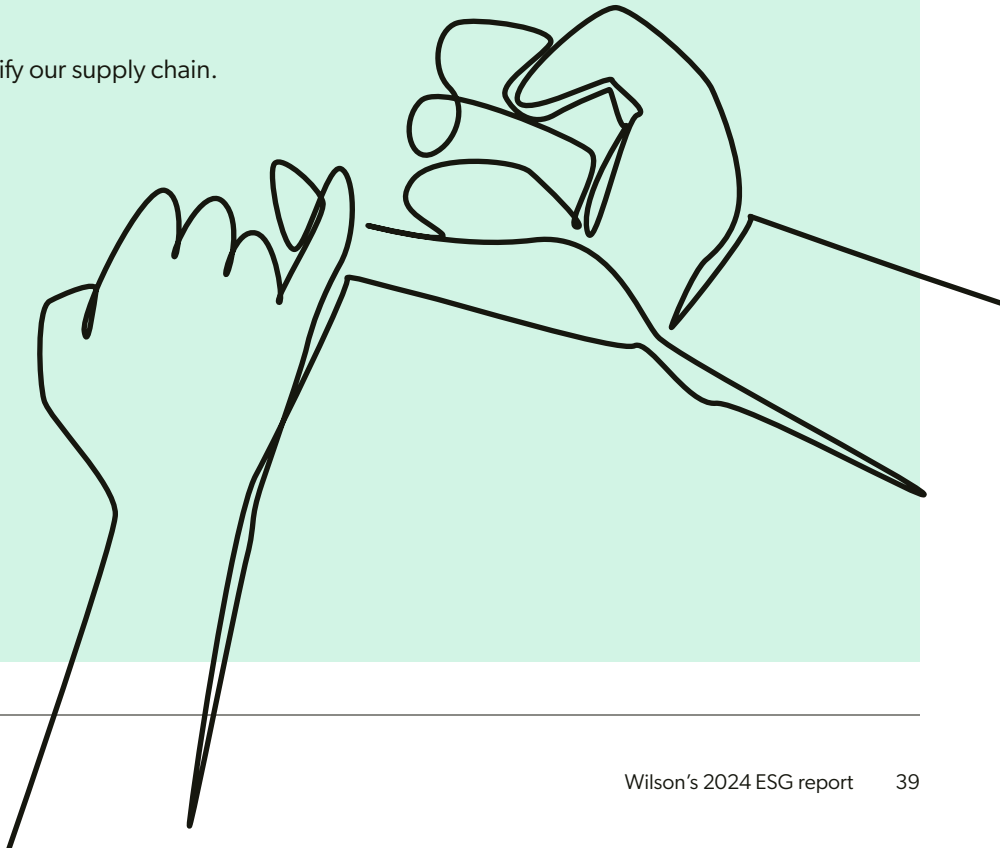
Diversify our supply chain

We'll further diversify our supply chain.



Launch our new Future Leader Program

We're revamping our leadership learning and development and will launch our new Future Leader Program in Q2 2025 to better equip Wilson's future leaders.



Appendix

Our appendix outlines our alignment with UN Sustainable Development Goals.

In this chapter

Supporting data aligned
with UN Sustainable
Development Goals

SUPPORTING DATA ALIGNED WITH UN SUSTAINABLE DEVELOPMENT GOALS

LABOR AND HUMAN RIGHTS	
OBJECTIVES/ACTIONS	RELATED UN SUSTAINABLE DEVELOPMENT GOALS
All our employees, regardless of location, receive regular performance and career development reviews	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
All employees receive professional development through a comprehensive learning and development program	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Every single employee receives training on diversity (including unconscious bias training), discrimination and/or harassment	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
In 2024, 73% of our total workforce were women and 27% were men	<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
In 2024, 43% of executive positions (VP and above) were female	<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
We grant special remuneration/ time off for any overtime worked	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

LABOR AND HUMAN RIGHTS (CONT'D)

OBJECTIVES/ACTIONS

All employees receive paid annual vacation as part of our MyTime program



All employees receive 24 hours’ rest within a timeframe of seven consecutive days



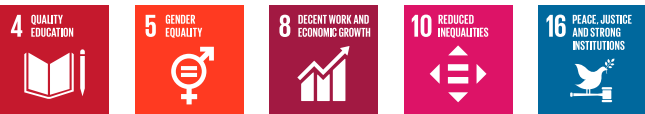
All employees are paid statutory minimum wages



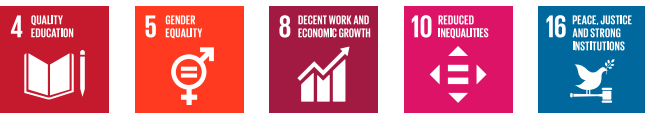
Our transparent recruitment process is communicated clearly and formally to all candidates



All employees receive a regular assessment of individual performance bi-annually



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 code of conduct around promoting career mobility



We have an EEO statement with multiple processes in place to prevent discrimination in professional development, including our BRITE program



We have a Code of Conduct for anti-harassment and anti-retaliation which includes details of our whistleblowing procedures



A remediation procedure is in place if any cases of discrimination and/or harassment are identified



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



We have dedicated programs to support all development including women's development and mentorship

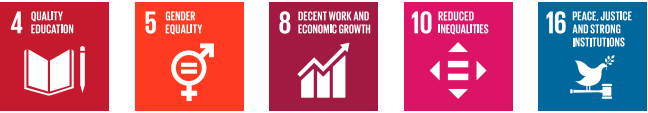


LABOR AND HUMAN RIGHTS (CONT'D)

OBJECTIVES/ACTIONS

We conduct regular wage audits to ensure wage equity across the business

RELATED UN SUSTAINABLE DEVELOPMENT GOALS



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

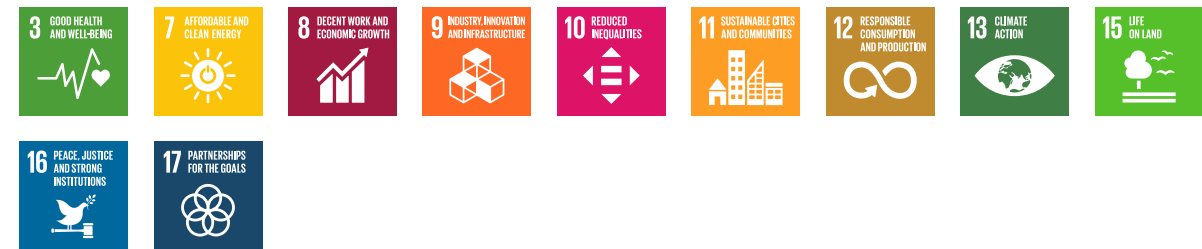


ENVIRONMENT

OBJECTIVES/ACTIONS

We’ve got an environmental policy which includes details on what we do to reduce energy consumption and greenhouse gases. It also includes details of our waste management/recycling initiatives

RELATED UN SUSTAINABLE DEVELOPMENT GOALS



We have an IT hardware refurbishing/ recycling program for all offices



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		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		
We conduct regular audits of control procedures and have a dedicated approval procedure for sensitive transactions – covered in our Code of Business Conduct		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		
We have an extensive awareness training program covering the data breach procedure that all employees must complete. Our Information Security Policy covers due diligence on third parties, information security risk assessments, and audits of control procedures to prevent information security breaches		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		
Our Cyber Incident Response Plan highlights the procedure to manage any breaches of confidential information		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		
Our Record Retention and Destruction Policy details our records retention schedule		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		








ETHICS (CONT'D)				
OBJECTIVES/ACTIONS		RELATED UN SUSTAINABLE DEVELOPMENT GOALS		
Our Information Security Policy includes measures to protect third party data from unauthorized access and/or disclosure		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		
Our Record Retention and Destruction Policy provides guidelines for gaining stakeholder consent about the processing, sharing and retention of confidential information		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		
We hold the Privacy Shield Certification related to business ethics issues		<div> <div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>15 LIFE ON LAND</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>		

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

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

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



Wilson drives business results through its integrated talent solutions. Powered by talent intelligence, our people partner with some of the world’s most admired brands to build and maintain sustainable workforces that thrive.

WILSON.HR | LINKEDIN

ESG COMMITTEE

Nicky Newman	Becky Jenkins
Marisol Hughes	Melissa Soares
Gail Bleakley	Melissa Balgley

CONTRIBUTORS

Henco Rheeder	Siobhan McMullan
Stuart Anderson	Paul Dodd
Janine Chidlow	Karen Marais
Brad Thornton	Shelby Woodward
Dale Smerdon	Sharon Bird
Maggie Johnson	Suz Carney
Kim Pope	Max Merinov
Josh Rector	Samantha Rassi
John Wilson	Jenny Boyer

REPORT AUTHOR

Kirsty Hewitt

DESIGN TEAM

Nicole Middleton