

Reolution
Group

CSR Impact Report

Q1 2026

*Creating opportunity, strengthening communities and reducing impact,
through the power of the people.*



Introduction

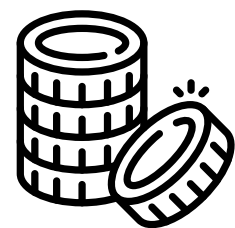
At Reolution Recruitment Group (RRG), we believe that business has a responsibility to create meaningful, lasting impact beyond commercial success. Our CSR strategy is built around four core pillars that reflect our commitment to people, communities, and the environment.

This report highlights the progress we have made in Q1 2026, showcasing the collective efforts of our team to support causes close to our hearts, give back through our time and expertise, and operate more sustainably as an organisation.

Key focus areas for Q1 included:

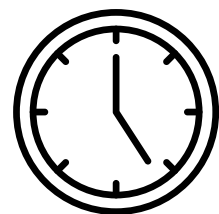
- Empowering our people to support charities that are personally meaningful to them
- Giving our time to those who need it most
- Embedding sustainability into how we operate
- Using recruitment to drive positive change

Q1 Impact - At a Glance



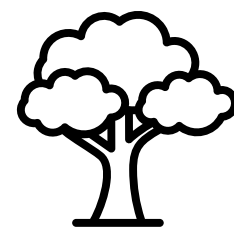
£1,750+

raised for charity



118

hours volunteered



76

trees committed



79

people in need
supported with food
& shelter



69

micro-coaching
sessions delivered



CO₂

Group-wide Carbon
Reduction Plan
published



Level 2

Disability Confident
Employer achieved

Our impact in Q1 has been driven primarily by our people, through volunteering, fundraising and using recruitment as a force for good.

Our Four Pillars

People & Inclusion

Creating opportunity for all

Community & Charity Impact

Giving our time, energy and heart back to the communities we serve

Environment & Sustainability

Reducing our footprint and leading by example

Governance & Ethics

Doing business the right way, every day



People & Inclusion

Creating opportunity for all.

We are committed to creating an inclusive, supportive and empowering environment for our people and the communities we serve. Our People & Inclusion pillar focuses on promoting equality of opportunity, supporting wellbeing and ensuring that everyone has access to meaningful employment and development opportunities.

Open Doors Pledge

We launched our Open Doors Pledge, reinforcing our commitment to inclusive recruitment and accessible opportunities for all. The pledge outlines our approach to removing barriers in the hiring process and ensuring fair and equitable access to opportunities, both within our organisation and across the clients we support. This marks an important step in embedding inclusive practices across everything we do.

In It Together (Wellbeing Programme)

We continued to invest in the wellbeing of our people through the launch of In It Together, Yolk's internal wellbeing programme. Designed to support both mental and physical wellbeing, the programme encourages open conversations, provides access to support, and promotes an inclusive workplace culture. This initiative ensures our people feel supported, valued, and able to perform at their best.

We are committed to supporting people through meaningful adjustments that enable them to thrive in their roles. Here's what Dan Mason, one of the Group's Executive Consultants, said about the support he's received through the Group's In It Together programme:

“

The support I've received from Yolk has been incredible. Living with long-term health conditions can make traditional working environments challenging, but the team took the time to really understand what I needed and worked with me to put the right adjustments in place.

The flexibility to work remotely has made a huge difference, and it's allowed me to continue doing what I love without compromising my health. I genuinely feel valued and supported here, and that's made all the difference.

”



People & Inclusion

Creating opportunity for all.

Get Into Housing Employment Workshop

We delivered a Get Into Housing workshop supporting Black, Asian and minority ethnic young people who are long-term unemployed. The session provided guidance on CV writing, interview preparation and career development, alongside tailored coaching and mock interviews. This initiative reflects our focus on breaking down barriers to employment and equipping individuals with the skills and confidence needed to access opportunities.

Disability Confident Employer (Level 2)

We are proud to have progressed to Disability Confident Level 2, achieving recognition as a Disability Confident Employer. This milestone reflects our ongoing commitment to creating an inclusive workplace for people with disabilities and long-term health conditions. It demonstrates the steps we are taking to improve accessibility, challenge stigma and ensure equal opportunities for all.

“

The workshop with Hannah was very informative and helpful as she's given us advice to improve our CVs and how to present ourselves professionally to potential employers.

”

Yasmin Sbeinati, Get Into Housing participant

“

Hannah delivered such a dynamic and engaging workshop, giving participants a ton of practical advice they have gone on to apply to their searches for their perfect jobs. Our participants really have gained so much from Hannah's insight and knowledge of the job market and how to increase their chances of securing a position.

We're really looking forward to continuing our partnership and connecting more people with roles in housing. Thank you, Hannah!

”

Joseff Llewellyn, Diversity Project Officer



Charity & Community Impact

Giving our time, energy and heart back to the communities we serve.

We are committed to making a positive impact within the communities we serve. Through our Charity & Community Impact pillar, we support causes that matter to our people, give back through volunteering and use our business as a force for good. By combining personal passion with collective action, we aim to create meaningful and lasting change.



Our **Close to Home** initiative empowers our people to support charities and causes that are deeply personal to them. By encouraging individuals to champion causes close to their own experiences, we create authentic impact across the organisation.

We are committed as a team to raise £15,000 for charities that are closest to our hearts over the course of 2026. Q1 saw the start of this fundraising, and some inspiring stories. Alex, one of the Group's Senior Consultants within Financial Services, raised over £1,000 for SANDS by running two miles every day throughout February, despite challenging weather conditions. Alex shared:

“

The charity, SANDS, is close to myself and my partner's hearts, as they supported us in 2024 when we lost our baby at 21 weeks. They offer incredible support to bereaved parents, and I'm really pleased to be able to give something back.

”

Following a recent family diagnosis, Lisa, one of the Group's Principal Consultants within Marketing, launched a fundraising campaign in the hope of raising £500 for Head for Change. Lisa's husband is living with a traumatic brain injury, something that isn't always visible but can have a big impact on daily life.

Lisa quickly exceeded her target of £500 and has already raised £750. She is climbing Pen y Fan in April and is hoping to reach her new target of £1,000 by then. We wish Lisa all the best for her climb!



Charity & Community Impact

Giving our time, energy and heart back to the communities we serve.

Through **Time Well Spent**, we encourage our team to give back by dedicating their time, skills and expertise to support individuals and communities.



In Q1, our team contributed a total of 118 hours of volunteering, working towards our annual target of 500 hours.

Highlights include:

- Richard from our Public Sector & Not-for-Profit team volunteers his time weekly to marshal Trelai parkrun. Richard also volunteers to lead visually impaired runners and walkers through Sophia Gardens for a run/walk and a coffee. Over Q1, Richard volunteered over 20 hours!
- Charlotte from our Commercial team dedicates time weekly as a Scout leader in Church Village, supporting and mentoring young people.
- Nici from our Public Sector and Not-for-Profit team supported visually impaired individuals through Be My Eyes, assisting with everyday tasks that the rest of us often take for granted.
- Hannah delivered a four-hour Get Into Housing workshop, supporting Black, Asian and minority ethnic individuals who are long-term unemployed with CV writing, interview preparation and career coaching.
- The team delivered 69 micro-coaching sessions to support individuals seeking employment.

Our **Recruitment for Good** initiative ensures that every placement we make contributes to a wider positive impact. By partnering with our clients, we enable them to support social and environmental causes as part of their recruitment activity.

In Q1, clients we worked with chose to support the following initiatives:



76 trees committed



79 people in need supported with food & shelter



69 micro-coaching sessions delivered

Environment & Sustainability

Reducing our footprint and leading by example.

We recognise our responsibility to reduce our environmental impact and operate more sustainably. Through our Environment & Sustainability pillar, we are focused on understanding our carbon footprint, embedding more sustainable practices across our operation, and taking meaningful steps to contribute to a more sustainable future.

We launched **In Our Hands** in Q1, the Reolution Group's sustainability programme, bringing together our environmental commitments and actions under one clear, long-term approach. Through this initiative, we are focused on taking responsibility for our environmental impact, from understanding and reducing our carbon footprint to embedding more sustainable practices across our operations and supply chain.

In Q1, In Our Hands has been central to the development of our **Carbon Reduction Plan**, as well as shaping our approach to environmental initiatives such as tree planting through our Recruitment for Good campaign. The Carbon Reduction Plan will be a first for the Group, and marks an important step in understanding our environmental impact, establishing a clear baseline, and setting out our approach to reducing emissions over time. The plan provides a framework for how we will measure, manage, and reduce our carbon footprint as we continue to grow, ensuring sustainability remains a core part of our business strategy.

As the programme continues to evolve, In Our Hands will guide how we make more sustainable decisions as a business, ensuring that environmental responsibility remains a key priority across everything we do.

We have committed to planting a further 76 trees from our recruitment activity with our clients in Q1, building on our existing environmental initiatives.

This commitment reflects our focus on taking tangible action to support environmental sustainability while contributing to longer-term restoration efforts and carbon reduction.



Governance & Ethics

Doing business the right way, every day.

At Reolution Group, we are committed to operating with integrity, transparency and accountability. Our Governance & Ethics pillar ensures that we have the right structures, policies and oversight in place to support responsible decision-making and long-term sustainable growth. By embedding strong governance practices across the organisation, we aim to uphold the highest ethical standards in everything we do.

These frameworks ensure our CSR strategy is embedded at both operational and leadership levels across the Group.

CSR & ESG Reporting Framework

In Q1, we established a formal CSR & ESG Reporting Framework, which has been renewed and approved by the Board. This framework provides a structured approach to how we measure, manage and report on our environmental, social and governance performance across the Group.

The implementation of this framework marks an important step in strengthening accountability and ensuring consistency in how we track progress against our CSR objectives.

CSR & ESG Steering Committee

We also held the first meeting of our CSR & ESG Steering Committee in Q1. The committee plays a key role in overseeing the delivery of our CSR strategy, coordinating activity across the business, and ensuring alignment with our wider organisational goals.

During this initial meeting, the committee reviewed Q1 activity and agreed on a clear plan for the remainder of 2026, setting the direction for how we will continue to build and deliver meaningful impact.

Ethical Business Standards

We undertook a comprehensive review and update of our policies and ethical standards, ensuring they remain aligned with current legislation and reflect our values as a Group. This included the introduction and enhancement of key policies such as:

- Modern Slavery
- Equality, Diversity & Inclusion (EDI)
- Corporate Social Responsibility
- Anti-Bribery & Corruption

These updates strengthen our governance framework and reinforce our commitment to operating responsibly, ethically and transparently across all areas of the business.

Looking Ahead

Here is what we have achieved against our 2026 targets in Q1:



As we move into Q2, we remain focused on building on the strong foundations established in the first quarter. Our approach continues to be guided by our four CSR pillars, with a commitment to driving meaningful, measurable impact across our people, communities and the environment.

We are excited to continue this journey and have a number of key initiatives planned for the coming months:

People & Inclusion	Charity & Community Impact	Environment & Sustainability	Governance & Ethics
Delivering Mental Health First-Aid training as part of our In It Together wellbeing programme, further strengthening the support available to our people.	Expanding our Close to Home initiative, with new fundraising activities driven by causes that are personally meaningful to our team: <ul style="list-style-type: none">■ Some of the Meritus team are taking on the Hampton Half for Service Dogs UK■ 1,000 mile Ironman for a group supporting various animal charities■ Group-wide bake sale for various charities■ Walk up Pen y Fan for Head for Change■ 12-hour padel competition raising money for a local homelessness charity	Continuing our sustainability efforts through initiatives such as maintaining Yolk's Oaks and progressing actions aligned with our Carbon Reduction Plan .	Undertaking a supplier sustainability standards audit and beginning our journey towards ISO accreditation, strengthening our governance framework and long-term accountability.

Final Note from CSR Lead

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As we reflect on our first quarter at Reolution Group, I am incredibly proud of the progress we have made in bringing our first Group-wide CSR strategy to life.

What stands out is the passion and commitment shown by our people, whether through showing support for causes close to their hearts, giving their time to help others or embracing the changes we are making as a business. It is this collective effort that truly drives our impact.

Q1 has been an important foundation-setting period, from launching new initiatives to establishing the frameworks that will guide us going forward. While we are still at the beginning of our journey, the momentum we have built gives us great confidence in what we can achieve together.

As we move into the next quarter, our focus remains on continuing to embed these initiatives, strengthening our approach and ensuring we deliver meaningful, lasting impact across all areas of our business.

I would like to thank everyone across the Group for their contribution so far, and I look forward to seeing how we continue to grow our impact throughout the rest of the year.

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— Nici Jones, CSR Lead

